Job title Social Worker

Grade 9

Our Vision

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

* Have access to more good jobs and share the benefit of economic growth
* Live in thriving and sustainable communities
* Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

* Ambitious – We are ambitious for our communities and citizens
* Courageous – We recognise our challenges and are prepared to make   
  courageous decisions
* Empowering – We empower and support our people by giving them   
  the opportunity to do their jobs well.

About the Service

The First Contact Team, engages with citizens of Staffordshire, carrying out strengths based, outcome focused assessments via the telephone and virtual technology. The service also delivers a single point of access for all age carers who are supported to access information, advice and guidance. Assessments for all age carers are undertaken in person across the county. The Care Act 2014 compliant assessments determine citizens assessed eligible needs while promoting their assets and facilitating their independence. First Contact will develop care and support plans with people and work with Brokerage to put services in place to meet their residual eligible social care needs.

There will be a requirement for the post holder to participate in a weekend working rota.

Reporting Relationships

Responsible to: Advanced Practitioner

Responsible for: Provide coaching, mentoring and support for social work students and non- social work staff as and when required

Key Accountabilities:

1. Take responsibility for the provision of:

* Asset based assessments under the Care Act and Children and Families Act inclusive of all statutory functions.
* participation on the inter-agency best interest assessor rota for adults and All age carers
* using person centred thinking tools to inform the assessment

1. Develop a collaborative relationship with citizens, their representatives, and any professionals involved in their support, promoting positive expectations of what citizens can achieve, understanding their talents, wishes and feelings.
2. As part of the assessment process, undertake purposeful interaction with citizens, families and other professionals to understand the needs and strengths of the individual, their network of relationships and their capacity to consent.
3. Support and mentor Social Care Assessors by actively engaging in peer group discussions about cases, to inform practice; and to identify the need for and provide professional interventions.
4. Analyse information to understand risks and develop strategies to explain, avoid or manage risk appropriately.
5. Negotiate and agree appropriate, tangible and realistic outcomes with citizens and families.
6. Collaborate with other professionals, within Adult Social Care or other organisations, to fully understand need and enable citizens to achieve their outcomes and to be as independent as possible.
7. Maintain appropriate professional records of all key discussions, investigations, findings, assessments, opinions (including factual basis) and decisions, including electronic client records and necessary performance data, in line with policies and procedures.
8. Use research findings, service principles and case discussion with peers to inform and develop personal professional practice.
9. Contribute to the shaping, continual improvement and promotion of Adult Social Care
10. Actively participate in quality assurance processes, including peer and reflective supervision, analysis of performance data, learning from complaints and compliments, personal development and continuing professional development.
11. Flexible working in response to business demand and the ability to work weekends.
12. Undertake any other duties required by Management which are commensurate with the grading of the post.

This post is designated as a casual/Essential car user (delete as appropriate)

**Professional Accountabilities:**

The post holder is required to contribute to the achievement of the Council objectives through:

**Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

**People Management**

Engaging with People Management policies and processes

**Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

**Climate Change**

Delivering energy conservation practices in line with the Council’s climate change strategy.

**Health and Safety**

Ensuring a work environment that protects people’s health and safety and that promotes welfare, and which is in accordance with the Council’s Health & Safety policy.

**Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

**Person Specification**  A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

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| **Minimum Criteria for Disability Confident**  **Scheme \*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications/Professional membership**  Qualifications/Professional membership  • Professional Social Work qualification, (DipSW, CQSW, CSS) or other social work qualification certified by the Health & Care Professions Council  • Registered with Health & Care Professions Council  • Commitment to ongoing personal and professional development inclusive of best interest qualification  • To undergo appropriate training to achieve assessed year in practice (ASYE) | A/C  A/C  A/I  A/I |
| **employer_small** | **Knowledge and Experience**  • Experience of planning personalised individual support with adults.  • Understanding of the legislative and policy context of services for adults and Young Carers including case law and findings from enquiries.  • Knowledge of adult physical, intellectual emotional and social development and family dynamics.  • Knowledge and some experience of applying the Mental Capacity Act assessments, Best Interest Assessments.  • Knowledge of mental health legislation including section 117.  • Understanding of the principles of the different funding streams available to support adults.  • Experience of working as part of a team, in developing services and the professional practice of colleagues.  • Experience of enabling individuals and families to develop dynamic options for individuals to progress to independence  • Evidence of applying a range of theories and models for social work interventions with adults, families’ groups or communities  • Curious and passionate about improvement and making a difference  • Willing to challenge accepted models of services and be creative  • Clear understanding of and commitment to equal opportunities and anti-discriminatory practice | A  I/ R  I  I  I  A/I  I  I  A/R  I  I  I/R |
| **employer_small** | **Skills**  This post is designated as a casual car user   * excellent verbal and non-verbal communication skills and interactions with individuals and families * able to analyse written, verbal and observed information, using established models, to determine needs, challenge assumptions and enable informed choice * recognise and manage conflicting values and ethical dilemmas in practice, using supervision, team discussion and challenging assumptions. * able to critically reflect on their own practice * resourceful and resilient - able to operate in a changing environment * able to collaborate impartially with individuals and their families to review options to meet their needs and select appropriate options and outcomes. * able to collaborate with other professionals and agencies to create a richer understanding of needs and outcomes * able to help individuals to evaluate and manage risk positively in developmental choices * able to implement responsibilities under the relevant legislation and statutory guidance * able to work creatively within resource constraints * excellent record keeping and report writing skills * good organisational skills, including managing time, prioritising work and meeting deadlines * resourceful and resilient - able to problem solve and operate in a changing environment, identifying opportunities for improvement * Ability to participate in a weekend working rota | A/I  A/I  I  I  I  I  I  A/I  A  A  A  A/I  I/R  A/I/R |

**employer_small** If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting

Talent & Resourcing Team 01785 278300