

Job Title: Senior Social Worker

Grade: G10

Our Vision

A county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy

Our Outcomes

Everyone in Staffordshire will:

- Have access to more good jobs and share the benefit of economic growth
- Be healthier and more independent for longer
- Feel safer, happier and more supported in their community

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, 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 Adult Learning Disability Teams provide social care assessment, case management and safeguarding support across Staffordshire working alongside the citizens of Staffordshire who are living with a learning disability and/or autism and with their family/carers/significant others. There are two generic teams, a Young Adults Team and a County Wide team that work closely with commissioners to ensure that we have the best models of support and accommodation across Staffordshire. The teams undertake outcome focused assessments and develop support plans to meet peoples assessed eligible needs as defined in the Care Act 2014 and other relevant legislation. Staffordshire promotes an asset-based approach that builds on people's strengths, their family and community-based support, promotes independence and meets identified outcomes and aspirations.

These teams are part of the wider Adult Social Care Team within the council.

Reporting Relationships

Responsible to: Assistant Service Lead

Responsible for: Social workers, Social Care Practitioners

About the Role

The Senior Social Worker will provide professional support and supervision to Social Workers and non-registered social care staff undertaking assessment, reviews, support planning, case management and safeguarding activities as part of the Adult Learning Disabilities service. They are responsible for embedding quality in practice, performance, supporting the staff to understand, contribute to and effect change and act as a link between their team and senior leaders across adult social care.

They will carry out a range of tasks as allocated by the Service Lead and Assistant Service Lead and will provide guidance and support to Adult Social Care staff on a day to day basis.

Key Accountabilities:

1. To provide effective, professional supervision to Social Workers, other Social Care Staff and students on placement.
2. Responsibility for the allocation of work based upon priority and capacity within the team and service ensuring time scales are met as set out in the performance requirements.
3. Ensure practice in line with the relevant legislation and good practice guidelines whilst ensuring all interventions embrace the principles of least restrictiveness, personalisation and social inclusion
4. Oversee and support staff, providing guidance and direction in complex cases, working alongside Social Workers and Social Care Practitioners where appropriate.
5. To work closely with external partners including health partners and local councils to deliver the best outcomes and opportunities for learning disabled and autistic adults and for young people that will require support as an adult
6. Support the quality assurance of statutory documents within their scheme of delegated responsibility

7. Chair more complex MDT / Best Interest Decision / Safeguarding meetings and case conferences, this includes ensuring relevant documentation including legal documentation is available and articulating more complex legislation in sometimes highly challenging and emotive situations.
8. To contribute to and ensure that case records are accurate and that data inputting is timely, in line with guidance and meets the standards set out in the Recording with Care guidance
9. Work to resolve complaints at the informal stage to achieve early resolution and support formal investigations of complaints undertaken by senior leads to provide technical expertise.
10. This post holder is required to be flexible in their approach based on service need and demands as directed by the Adult Social Care Collective Leadership Team.
11. Availability to work out of hours, evenings and weekends.
12. Operating at all times within the professional ethics and disciplines of social work as described in the BASW code of ethics and the Social Work England codes of practice.
13. Any other duties commensurate with the grading and nature of the post.

Professional Accountabilities:

The post holder will be required to contribute to the achievements of the Council through

Area	Description
Legislation	Care Act 2014 Mental Capacity Act 2005 Deprivation of Liberty Safeguards Mental Health Act 2007 Data Protection Act
Partners/key stakeholders	Customers and carers Internal and external providers Multi-disciplinary team

The post holder will be required to maintain professional registration with the Social Work England and to comply with the standards and requirements of this body

Financial Management:

Personally accountable for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service area.

People Management

Participation and contribution to support the Principle social worker and undertake My Time meetings

Undertaking formal supervision in line with the policy of the Directorate

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

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	Qualifications <ul style="list-style-type: none"> Professional Social Work qualification (Dip SW, CQSW, CSS) Registration with the Social Work England Qualification in or commitment to undertaking Approved Mental Health Practitioner (AMHP), Best Interest Assessor (BIA), Practice Educator (PE) or leadership training 	A A A/I
	Knowledge and Experience <ul style="list-style-type: none"> Demonstrable post qualification experience. Knowledge and experience of the impact of learning disability on adults and their families Relevant training and experience in safeguarding Experience in a wide range of aspects of the social work role Understanding of the structures and systems in place which provide the framework for undertaking all relevant duties Understanding of the legislative and policy context of services for adults with a learning disability, including case law and findings from enquiries. Understanding of learning disability and the impact, for individuals, their families and society Knowledge and experience of applying the Mental Capacity Act assessments, Best Interest Assessments/DOLs. Knowledge of mental health legislation including section 117. 	A A/I A/I A/I A/I A/I A/I A/I

	<ul style="list-style-type: none"> Understanding of the principles of the different funding streams available to support adults. Experience of working as part of a team, in developing the professional practice of colleagues. Experience of enabling individuals and families to develop dynamic options for individuals to progress to independence and supporting others to work in this way Evidence of applying a range of theories and models for social work interventions with adults, family groups or communities Clear understanding of and commitment to equal opportunities and anti-discriminatory practice 	A/I A/I A/I A/I A/I
	Skills <ul style="list-style-type: none"> An ability to undertake high quality timely assessment, planning, monitoring and review of individual cases An ability to communicate with and involve learning disabled adults, and their carer's in the processes outlined above The ability to work as part of a team, to mentor and motivate colleagues and to contribute to the development of services through a team approach Ability to reflect openly on own strengths and development needs relating to the role Ability to assume responsibility and make decisions making their own initiative A flexible and enthusiastic attitude and willingness to contribute to the team function and development Good communication skills at all levels High level recording and report writing skills An ability to be organised, practice good time management and take responsibility for own workload and planning. Highly motivated, curious and passionate about improvement and making a difference 	A/I A/I A/I A/I A/I A/I A/I A/I

	<ul style="list-style-type: none"> • Car driver (suitable adjustments made in line with the Equality Act 2010). The post is designated as a casual car user • This job requires an enhanced DBS clearance as do the posts that sit underneath it. 	A
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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 **Liberata Employee Services Team on 01905 947446**