

## Senior Social Worker, Adult Social Care Transitions Team (14-25) Grade 10

### **About the Service**

The Adult Social Care Transitions Team (14-25) Team provides social care assessment, case management and safeguarding support across Staffordshire working alongside young people living in Staffordshire living with disabilities and additional needs including neurodiversity and poor mental health.

The team includes workers linking in with SEND and education provisions to support transitions, Social Workers and Social Care Practitioners with a focus Health & Care –Adult Social Care on supporting young people, their families and the people that are important to them as well professionals that are supporting them. This includes Children’s Social Workers, SEND workers, education and health professionals.

The focus of the team is to support young people to experience a successful transition into adult social care helping to prevent the cliff edge for those young people.

The team undertakes 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.

The teams are part of the wider Adult Social Care and Safeguarding Service within the council.

### **About the Role**

The Senior Social Worker will provide professional support and supervision to an identified group of 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.

Job ID: 70000543/G10/ECU

GP date: 14.07.2022



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.

The Senior Social Worker will hold a small case load of the most complex cases; this can include working as the case manager or as the allocated co worker with an individual and the people that are important to them.

The Senior Social Worker will work alongside practitioners to enable the development of good practice across the team. 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.

## **Reporting Relationships**

**Responsible to:** Team Manager

**Responsible for:** Supervision of social workers and social care staff

## **Key Accountabilities:**

1. To provide effective, professional supervision to an identified group of Social Workers, other Social Care Staff and students on placement.
2. Support the Team Manager in 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 is in line with relevant legislation and good practice guidelines whilst ensuring all interventions embrace the principles of least restriction, 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. Hold a small caseload of the most complex cases such as applications to the Court of Protection, complex family situations and people living with high levels of risk. This may include co-working with shared responsibility for the case management support provided to an individual person and/or family.
6. 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
7. Support the quality assurance of statutory documents within their scheme of delegated responsibility
8. 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.
9. 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
10. 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.
11. Work with practitioners to resolve complaints at the informal stage to achieve early resolution. Support formal investigations of complaints undertaken by senior leads to provide technical expertise.
12. 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.
13. 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.
14. Any other duties commensurate with the grading and nature of the post. The postholder is required to

be available to work out of hours, evenings and weekends if required

## Person Specification

### Qualifications/Professional membership

- 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

### Knowledge and Experience

- 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/DOLs.
- Knowledge of mental health legislation including section
- 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

### Skills

- 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
- Car driver (suitable adjustments made in line with the Equality Act 2010)

This post is designated as an Essential Car user

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