

## Job Title: Social Worker, Adult Learning Disability and Autism: Grade: 9

### **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 and Autism Service undertakes assessment, support planning, review and case management support alongside people living with learning disabilities, autism and neurodiversity ensuring that they, their families/carers and the people important to them are supported to live the life that they want to live in their chosen community. Staffordshire promotes a strengths-based approach, building on people's personal, family and community networks to promote independence and to meet the person's

aspirations and ambitions enabling them to live their lives in ways that empower them and maintain their well-being.

Adult social care assessment and case management is framed by key legislation including the Care Act (2014), the Mental Capacity Act (2005) and the Mental Health Act (1983) and a range of other legislation and national and regional guidance and good practice. The team has a range of key performance indicators that are designed to embed good practice

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

## **Reporting Relationships**

**Responsible to:** Team Manager

**Responsible for:** N/A

## **About the Role**

The Social Worker undertakes assessment, support planning, review and case management support with young people living with disabilities and additional needs including neurodiversity and poor mental health ensuring that they, their families/carers and the people important to them are supported to live the life that they want to live in their chosen community. Adult social care assessment and case management is framed by key legislation including the Care Act (2014), the Mental Capacity Act (2005) and the Mental Health Act (1983) and a range of other legislation and national and regional guidance and good practice. The team has a range of key performance indicators that are designed to embed good practice, the Social Worker is expected to contribute to the overall achievement of the team and is a key member of the team in delivering the best service to young people living in Staffordshire with care and support needs.

They will carry out a range of tasks as allocated by the Senior Social Worker as well as the Service Lead and Assistant Service Lead

## **Key Accountabilities:**

1. Undertake strengths based assessments within the legislative framework taking responsibility for meeting the statutory responsibilities laid out in statute, local and national guidance and good practice. This includes understanding the process in relation to Continuing Health Care

2. Complete strengths based assessments meeting all statutory functions including:
  - a. The provisions of the Care Act (2014) including assessment and case management, S42 safeguarding enquiries
  - b. The provisions of the Mental Capacity Act (2005) including capacity assessments, applications to the Court of Protection and other work directed by the court
  - c. The provisions of the Mental health Act (1983) including S117 assessments and reviews and contributing to Mental Health Review Tribunals
  - d. Participating in MAPPA/MARAC as required
3. Develop a collaborative relationship with adults with a learning disability and/or autism and associated co morbidities, their networks of support and other people that are important to them including providers of services where appropriate to promote positive expectations of what they can achieve, understanding their talents, wishes and feelings.
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 individuals and families.
6. Maintain appropriate professional records of all key discussions, findings, assessments, opinions (including factual basis) and decisions, including electronic client records and necessary performance data, in line with policies and procedures.
7. Undertake reviews of the individual's situation and progress towards outcomes, using the evidence to formulate new arrangements and plans with the service users and other agencies.
8. Use research findings, service principles and case discussion with peers to inform and develop your professional practice.
9. 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.
10. Develop support plans which maximise an individual's opportunities in line with the guidance and work with internal and external partners to facilitate people's to access appropriate support to meet eligible needs.

11.Participate in appropriate training and development opportunities to progress their professional and personal development. This includes making best use of access to multiple opportunities for professional development including training to become an AMHP, Practice Educator and Best Interest Assessor

12.Participate in organisational rotas dependent on post-qualifying skills

13.Undertake any other duties required by Management which are commensurate with the grading of the post.

### **Professional Accountabilities:**

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

<b>Area</b>	<b>Description</b>
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**

To comply and engage with People Management policies and processes

Participating in 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

<b>Minimum Criteria for Disability Confident Scheme</b> *	<b>Criteria</b>	<b>Measured by</b>
	<b>Qualifications/Professional membership</b> <ul style="list-style-type: none"> <li>• Professional Social Work qualification, (BA in Social Work, DipSW, CQSW,)</li> <li>• Registered with Social Work England</li> <li>• Commitment to ongoing personal and professional development</li> <li>• To undergo appropriate training to achieve assessed year in practice (ASYE) where required</li> <li>• An interest in undertaking approved mental health practitioner qualification (AMHP), Practice Educator (PE) training or Best Interest Assessor (BIA)</li> </ul>	A A I I A/I
	<b>Knowledge and Experience</b> <ul style="list-style-type: none"> <li>• Experience of planning personalised individual support for adults, with a learning disability</li> <li>• Understanding of the legislative and policy context of services for adults with a learning disability, including case law and findings from enquiries.</li> <li>• Understanding of learning disability and the impact, for individuals, their families and society</li> <li>• Knowledge of adult physical, intellectual emotional and social development and family dynamics.</li> <li>• Knowledge and some experience of applying the Mental Capacity Act assessments, Best Interest Assessments.</li> <li>• Knowledge of mental health legislation including section 117.</li> <li>• Understanding of the principles of the different funding streams available to support adults.</li> </ul>	I A A A A/I A/I A/I I I



	<ul style="list-style-type: none"> <li>• Experience of working as part of a team, in developing services and the professional practice of colleagues.</li> <li>• Experience of enabling individuals and families to develop dynamic options for individuals to progress to independence</li> <li>• Evidence of applying a range of theories and models for social work interventions with adults, families, groups or communities</li> <li>• Curious and passionate about improvement and making a difference</li> <li>• Willing to challenge accepted models of services and be creative</li> <li>• Clear understanding of and commitment to equal opportunities and anti-discriminatory practice I I/R Skills</li> <li>• Excellent verbal and non-verbal communication skills</li> </ul>	<p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p>
	<p><b>Skills</b></p> <ul style="list-style-type: none"> <li>• Excellent verbal and non-verbal communication skills and interactions with individuals and families</li> <li>• Able to analyse written, verbal and observed information, using established models, to determine needs, challenge assumptions and enable informed choice</li> <li>• Recognise and manage conflicting values and ethical dilemmas in practice, using supervision, team discussion and challenging assumptions.</li> <li>• Able to critically reflect on their own practice</li> <li>• Resourceful and resilient - able to operate in a changing environment</li> <li>• Able to collaborate impartially with individuals and their families to review options to meet their needs and select appropriate options and outcomes.</li> <li>• Able to collaborate with other professionals and agencies to create a richer understanding of needs and outcomes</li> <li>• Able to help individuals to evaluate and manage risk positively in developmental choices</li> <li>• Able to estimate and monitor the costs over time for potential options; and to set up and monitor an individual budget</li> <li>• Able to implement responsibilities under the relevant legislation and statutory guidance</li> </ul>	<p>A/I</p> <p>A/I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>

	<ul style="list-style-type: none"> <li>• Able to work creatively within resource constraints</li> <li>• Excellent record keeping and report writing skills</li> <li>• Good organisational skills, including managing time, prioritising work and meeting deadlines</li> <li>• Resourceful and resilient - able to problem solve and operate in a changing environment, identifying opportunities for improvement</li> <li>• Ability to travel (suitable adjustments made in line with Equality Act 2010)</li> </ul>	<p>I</p> <p>I</p> <p>I</p> <p>A</p>
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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 **Talent and Resourcing team on 01785 237800**