

Job Title: Consultant Social Worker - Autism

Grade: 10

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: Team Manager, Transitions service and Neurodivergent service

Responsible for: Promoting understanding of autism and the ways in which autism impacts on how people live in, understand, and interact with the world around them across the Health and Care Directorate

About the Role

The Consultant Social Worker in Autism will work across adult social care to promote understanding of autism and the ways in which autism impacts on how people live in, understand, and interact with the world around them. The post holder will work alongside practitioners to develop their understanding so that they can work effectively with autistic people and the people that are significant to them enabling them to be actively involved and members of their local communities.

Whilst this post is based within the Adults with Learning Disabilities service, it is acknowledged that not all autistic people have a learning disability. The post holder will work across adult social care to raise awareness of autism and best practice with all autistic people

The post holder will practice in a strengths-based way, engaging autistic people to enable them to inform practice as experts by experience as well as engaging with partners across the health and social care system promoting Social Work as an important profession supporting autistic people to achieve their aims and aspirations. The post holder will seek out research opportunities, undertaking research and encouraging colleagues in research.

The post holder will be responsible for providing up to date/accurate performance recording requirements.

Key Accountabilities:

To be responsible for a range of activities as requested by the senior leadership team and to provide guidance and support to Adult Social Care staff on a day to day basis.

Key accountabilities of the role and service will include:

1. Contributing to the development of best practice within the Adults with Learning Disabilities Assessment and Safeguarding service to deliver the best experience to autistic people.
2. Supporting the professional development of social workers, students and non-social work qualified staff on the teams in relation to how they practice and support autistic people.
3. Manage unpredictable daily changes to work pattern, using initiative to organise daily duties whilst adhering to SCC policy and procedure to meet service demands seeking guidance from operational managers when required.
4. Support staff to be motivated to successfully deliver objectives in relation to adults living with autism.
5. Co-working cases with less experienced or non-social work qualified members of the team and taking responsibility as part of that process for sharing and developing their learning.
6. To support staff to deliver high quality, timely assessments and reports in the agreed format for statutory requirements and any other forum as directed by the Operational Manager.
7. Apply and ensure other staff apply and understand least restrictive approaches and positive risk-taking principals when working with autistic people
8. Promoting and supporting the identification of actual or potential safeguarding issues and ensuring that these are promptly acted upon in line with policy, procedure, and legislative guidance.

9. Inform the strategic developments led by Staffordshire County Council both with specific regard to autistic people but also to ensure that their needs are considered as part of wider strategic developments and activities.
10. Inform and contribute to commissioning and procurement of services on an individual and service wide basis.
- 11.** Work closely with education, health and social care system partners, contributing to initiatives and leading where appropriate. This will ensure that the social care voice is heard alongside that of the person living with autism.
12. Promote the voice and needs of autistic individuals and people with a learning disability to ensure that they are at the forefront of practice.
13. Influence the transitions of young autistic people into adult social care using the Preparing for Adulthood Agenda
14. Influence pathways within the Local Authority and specialised health services in Mental Health and Learning Disability and/or autism
15. Work closely with the Staffordshire Autism Hub to support, advise and complete joint assessments
16. Take responsibility for their own practice and supporting others when undertaking:
 - i. assessments that consider and understand the impact of autism on how a person interacts with the world around them and that this is reflected in Care Act (2014) Assessments inclusive of all statutory functions
 - ii. ensuring that social care staff working in assessment, case management and safeguarding teams are confident and competent to understand how autism might impact on a person's needs as part of an assessment including but not exhaustive:
 - a. Care Act Assessments,
 - b. Mental Capacity Assessments,
 - c. Mental Health Act Assessments

- d. Continuing Care Assessments
 - e. Decision making when a person is entitled to S117 support
 - iii. participating in MAPPA, MARAC etc. where they are supporting a practitioner
 - iv. participation on the inter-agency best interest assessor rota for adults
17. To work closely with colleagues across adult social care in Staffordshire to better understand how to work effectively with autistic people, to develop their professional skills and understanding when working with autistic people and to inform practice appropriately to support best practice.
 18. Working with Universities/West Midlands Teaching Partnership/ADASS and other agencies with an interest in the National Social Work agenda.
 19. Maintain knowledge of research developments and outcomes to inform best practice.
 20. Any other duties commensurate with the grading and nature of the post.

Professional Accountabilities:

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

1. Making a contribution to the achievements of the Council including the Adult Social Care Service Delivery Plan, Team Planning and individual objectives.
2. Operating at all times within the professional ethics and disciplines of Social Work and to comply with the professional standards and codes of practice as set out by Social Work England and in the BASW Code of Ethics.
3. Behave in a way that is consistent with the expectations and standards of the Council
4. Maintain professional registration with Social Work England and compliance with professional standards and the requirements of this body

Financial Management

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

Support practitioners to seek cost effective and least restrictive solutions with service users

People Management

Engaging with People Management policies and processes

Supporting professional formal and informal supervision of practitioners as required and appropriate

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/Professional membership <ul style="list-style-type: none"> Professional Social Work qualification (appropriate degree, Dip SW, CQSW, CSS) Registration with Social Work England Successful completion of or willingness to undertake post qualifying awards including BIA, Practice Educator or the Approved Mental Health Practitioner 	A/I A A/I
	Knowledge and Experience <ul style="list-style-type: none"> Significant post qualification experience. Knowledge and experience of the impact of autism and/or 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 including the journey from child to adulthood and effective interface with post 18 services. 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 autistic and/or learning disabled adults, including case law and findings from enquiries. Maintaining up to date knowledge on legislative and policy changes in relation to social work education. Understanding of autism and learning disability and the impact, for individuals, their families and society Knowledge of adult physical, intellectual emotional and social development and family dynamics. Knowledge and experience of applying the Mental Capacity Act assessments, Best Interest Assessments/DOLs. 	A A/I A/I I I I I I I I I

	<ul style="list-style-type: none"> • 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 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 • Evidence of supporting others to develop their practice through training and development. An understanding of adult learning styles and needs • Highly motivated, curious and passionate about improvement and making a difference • Clear understanding of and commitment to equal opportunities and anti-discriminatory practice 	I I I I I I I
	Skills <ul style="list-style-type: none"> • An ability to communicate with and involve autistic and learning-disabled people, and their carer's in the processes outlined above • The ability to work with colleagues to support their professional development, skills and understanding to become the best practitioner that they can • 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 • Research skills • Ability to communicate at all levels especially with autistic people • High level recording and report writing skills • An ability to be organised, practice good time management and take responsibility for own workload and planning. • Advanced ICT literacy and skills • Flexibility to work at any location across the service, as and when required. 	A/I A/I A/I A/I A/I A/I A/I A A

	<ul style="list-style-type: none"> • Availability to work out of hours, evenings and weekends. • Car driver (suitable adjustments made in line with the Equality Act 2010) • Ability to work in partnership with other agencies supporting disabled adults in achieving positive outcomes 	A A/I
--	--	--------------



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**