

Intensive Support Worker, Adult Learning Disability and Autism Service Grade 7

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 Disabilities and Autism Service 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 undertakes outcome focused assessments and develops 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.

Reporting Relationships

Responsible to: Assistant Service Lead

About the Role

The Intensive Support Worker will work alongside Social Workers, Consultant Social Worker (Autism) and Senior Social Workers in our Autism and Neurodiversity Team. The team works with people that live with Autism and Neurodiversity that are eligible for adult social care and support as determined by the Care Act (2014). The postholder will work closely with Social Workers in the team and support them when undertaking assessments, support planning and reviews, contributing to them to ensure that the best outcomes are available to the people that they are working with; this will include contributing to safeguarding enquiries and the development of risk assessments and contingency planning to ensure that the person can continue to live as independently as possible. The Intensive Support Worker will support people known to the team and experiencing periods of crisis in their lives as well as supporting them to access their local community, universal services and to develop a network of support.

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 Intensive Support 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, Assistant Service Lead and other leads across the service.

Key Accountabilities:

1. To work with adults, their families and carers to promote stability enabling them to remain safe and well.

2. To work with adults, their families and carers to maintain positive relationships
3. To safeguard and promote the person's welfare and rights, providing good quality services which are free from oppressive features
4. To undertake flexible and imaginative approaches in offering support to adults, their families and carers.
5. To work with adults, their families and carers to promote good outcomes for the person.
6. To take case responsibility for cases where there is not a requirement that this is held by a Social Worker
7. To undertake the completion of relevant assessments under the specific direction of a Social Worker/Senior Practitioner.
8. To participate in Planning Meetings and Reviews and all other relevant meetings
9. If required, on occasion give evidence in both civil and criminal Court proceedings.
10. To take responsibility for the accurate recording all of the work undertaken on the electronic case file
11. To participate in team meetings, supervision sessions and training where appropriate.
12. To work as a member of a team and communicate effectively with colleagues.
13. To use IT resources as required
14. To actively contribute to the ongoing development of the service, commensurate with the grade of the post.
15. To undertake any other duties commensurate with the grading 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
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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

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	<p>Qualifications/Professional membership</p> <p>Maths and English to appropriate level/NVQ3/ equivalent qualification (or a willingness to undertake) and experience in a relevant discipline i.e., social care, advice and guidance or related subject.</p>	<p>A</p>

05

	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> • Basic knowledge of the legislative and policy context of services for adults with living with Autism and Neurodiversity and findings from enquiries. • Understanding of Autism and Neurodiversity and the impact, for individuals, their families and society • Knowledge of adult physical, intellectual, emotional and social development and family dynamics. • Basic knowledge of the Mental Capacity Act. • Experience of working as part of a team. • Curious and passionate about improvement and making a difference. • Experience of using Information Technology to create documents, data records, diary records, communication and reports. • Knowledge of the dimensions and impact of adult abuse and procedures to report concerns. • Knowledge of the roles and responsibilities of partner organisations. • Clear understanding of and commitment to equal opportunities and anti-discriminatory practice 	<p>I/A</p> <p>I/A</p> <p>I/A</p> <p>I/A</p> <p>I/A</p> <p>I/A</p> <p>I/A</p> <p>I/A</p> <p>I/A</p> <p>I/A</p>

	<p>Skills</p> <ul style="list-style-type: none"> • Ability to effectively communicate with adults, their families and carers. • Ability to maintain positive relationships with service users and other professionals • Ability to effect change in difficult circumstances • Ability to contribute to social care assessments • Ability to work effectively in conflict situations • Ability to write accurate records and reports • Commitment to ongoing personal and professional development which could include social work training. • Ability to travel (suitable adjustments made in line with Equality Act 2010) 	<p>I I/A I I/A I I/A I/A 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**