Job Description

Job title	Social Worker
Directorate	PEOPLE : Children and Adults
Division	Adult Social Care
Range	MPR SW2
Reports to	Team Manager

Main purpose of the job:

Manage a caseload working within our safeguarding team, providing high quality, effective, person centred, co - produced assessments and interventions across Medway using a strength-based practice approach with an emphasis on face-to-face visits. In line with Care Act duties and powers work collaboratively to support adults with care and support needs, their families, and carers to lead fulfilling, independent and safe lives. To work with a preventative and person centred approach, ensuring individual's voices are heard and that they are at the centre of all interventions.

Understand and work effectively within financial and legal frameworks, obligations, structures, and culture in particular Human Rights and Equalities legislation, the Care Act, Mental Capacity Act, Mental Health Act and accompanying guidance and codes of practice.

Be able to operate successfully in the organisational context, demonstrating effective time management, caseload management and be capable of reconciling competing demands and embrace information, data and technology appropriate to their role. Prepare clear, structured and concise reports for meetings i.e.. Strategy meetings, court reports, to the required standards within the prescribed timescales.

Liaise with stakeholders in a way that promotes the One Medway Council Plan and embeds our values and behaviours.

Accountabilities and outcomes:

Work directly with adults to establish their wishes and feelings, using a variety of techniques, as required. Demonstrate and model good practice that reflects a commitment to relationship and strengths-based practice, in collaboration with adults, their families, and carers.

Work collaboratively to ensure the safety and wellbeing of individuals who may be at risk of abuse and neglect, ensuring that the Making Safeguarding Personal approach is applied in practice. Develop co-produced, timely, robust, strength based, multi-agency risk assessments and keep under review their impact and effectiveness.

Manage a workload within a framework of appropriate reflective supervision, undertaking strengths-based assessments that evidence the voice of the adult by developing plans that are person centred and outcome based.

Participate in regular supervision with your manager to review casework and critically reflect on and identify any areas of learning. Keep up to date with research findings, theoretical models, and innovative practice within the social work field to maintain the highest professional standards.

Know how and when to seek advice from a range of sources including named supervisors, senior social workers, and other professionals. Should be able to make effective use of opportunities to discuss, reflect, and test multiple hypotheses, the role of intuition and logic in decision making, the difference between opinion and fact, the role of evidence, how to address common bias in situations of uncertainty and the reasoning of any conclusions reached and recommendations made, particularly in relation to mental capacity, mental health, and safeguarding situations.

At the discretion of the Head of Service, such other activities as may from time to time be agreed consistent with the nature of the job described above.

Key Corporate Accountabilities:

To work with colleagues to achieve service plan objectives and targets.

To understand and actively keep up to date with GDPR responsibilities, including completing regular refresher training.

Safeguarding is everyone's responsibility: all employees are required to act in such a way that safeguards the health and well-being of children and vulnerable adults.

As a corporate parent, all council employees are responsible for ensuring the well-being and positive outcomes of Medway's care-experienced children and young people.

To participate in the Performance Appraisal process and contribute to the identification of own and team development needs utilising the Career Progression Framework.

Work in accordance with the Equality Act 2010 and the Public Sector Equality Duty to eliminate unlawful discrimination, harassment and victimisation. Promoting equality of opportunity, fostering good relations and improving the quality of life and opportunities for everyone living and working in Medway.

To ensure full compliance with the Health and Safety at Work Act 1974, the Council's Health and Safety Policy and all locally agreed safe methods of work.

To fully understand and be aware of the commitment to the duty under Section 17 of the Crime and Disorder Act 1998 to prevent crime and disorder.

Promote the Medway Carbon Neutral by 2050 commitment; supporting the Council action plan to ensure we play our part in addressing the climate emergency.

Medway Council is a Category One responder in relation to the Civil Contingencies Act (2004) and as a result all staff working for the Authority may be asked to carry out Category One response duties or stand into the role of another member of staff who is responding to a Major Civil Incident.

Medway Council Job Profile

Accountabilities to the Adults we work with:

- Be a good listener.
- Be non-judgemental.
- Be contactable.
- Be honest.
- Be focused.
- Be realistic.
- Be a good timekeeper.
- Be resourceful in your approach.

Be ambitious and professionally curious for Adults with care and support needs and promote others to share the same drive.

'Make no decision without me without me.'

Organisation:

This role reports to the Team Manager..

The post holder will not be required to line manage others but may be required to direct, coordinate or train other employees.

The post holder will be required to liaise with all stakeholders both internal and external to the organisation.

Working Style:

HYBRID - a flexible working arrangement whereby an employee can undertake their work either in the office and/or partially or mainly from home on a temporary or permanent basis.

This post is exempt under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be subject to an Enhanced Disclosure application to the Disclosure and Barring service (DBS)

Person specification

All criteria at level A are considered essential unless stated otherwise.

Qualifications

Level A

- Degree in Social Work
- Completion of Assisted and Supported Year in Employment (ASYE)
- Registration with Social Work England

Level B (in addition to level A criteria)

- Evidence of ongoing continuous professional development in accordance with Social Work England (SWE) professional standards

Level C (in addition to levels A and B)

Knowledge

Level A

- Knowledge of all relevant social care legislation, policy, statutory guidance and procedures.
- An understanding of the Equality Act 2020 and principles of anti-discriminatory practice.
- An understanding of General Data Protection Regulations.
- Understanding of the difference between theory, research, evidence and expertise and the role of professional judgement.

Level B (in addition to level A criteria)

- Knowledge and experience in applying relevant legislation, statutory guidance, policy and procedures relating to adult social care.
- Knowledge of the prevention and enablement agenda.
- Critical understanding of the difference between theory, research, evidence and expertise and the role of professional judgement.
- Knowledge of practice evidence and research to inform decision making.

Level C (in addition to levels A and B)

- Expert in the application of relevant theoretical frameworks, practice models, research findings and the application of psychological and human development theories.

Experience

Level A

- Demonstrated the requirements of the Professional Capabilities Framework (PCF) for Newly Qualified Social Workers (NQSW) and Social Work England (SWE) standards
- Experience in maintaining good partnerships with local community resources in order to work effectively with individuals in connecting them with appropriate resources and support.
- Experience of explaining their role to health and community partners, and challenge partners constructively to effect multi-agency working.
- Experience of the impact of trauma, loss and abuse, disability, mental ill health, substance misuse, aging, and end of life issues on physical, cognitive, emotional, and social development both for the individual and for the functioning of the family.

Level B (in addition to level A criteria)

- Experienced in undertaking safeguarding investigations as the inquiry officer under the direction of a designated senior officer, in accordance with Making Safeguarding Personal (MSP) and Care Act responsibilities.
- Experienced in applying critical reflection and analysis to increasingly complex cases and situations.
- Experience of drawing on evidence sources to inform decision making, ensuring hypotheses and options are reviewed to inform judgement and decision making whilst providing professional opinion to others.

Level C (in addition to levels A and B)

- Experience of undertaking assessment and planning for safeguarding in complex cases and help others to develop safeguarding skills.
- Experience of promoting and advancing, wherever possible, an individual's right to autonomy and self-determination.
- Experienced in providing guidance and challenge to others about applying the principles of social justice.
- Experience of supporting others to reflect on the impact of own values on professional practice.
- Experience of providing supervision to SCOs, support to NQSWs and shadowing opportunities for students.

Skills

Level A

- Proficient in use of Microsoft Word, Excel, Teams and Outlook.
- Can represent the local authority as part of the health & welfare support system, in clearly defining the role of social work and the duties and responsibilities.
- Enable people to access the advice, support, and services to which they are entitled.
- Ability to coordinate and facilitate a wide range of practical and emotional support, to complement people's own resources and networks, so that all individuals can exercise choice and control.
- Ability to work co-productively and innovatively with people, local communities, other professionals, agencies, and services.
- Ability to take an outcomes-focused approach to safeguarding practice, working with individuals to identify person centred solutions to risk and harm.
- Ability to undertake a capacity assessment of a decision and time specific nature.
- Able to identify potential deprivations of liberty and understand the process for assessing and authorising these in individuals' best interests.
- Ability to communicate clearly, sensitively, and effectively, applying a range of written, oral and non-verbal communication and adapt these as appropriate.
- Can use practice evidence and research to inform the complex judgements and decisions needed to support, empower, and protect individuals.
- Can recognise the roles and needs of informal carers and demonstrate through comprehensive assessment and support planning to achieve outcomes.
- Works with fellow professionals in inter-agency and multi-disciplinary groups and can demonstrate effective partnership.
- Able to work collaboratively to manage the competing interests of service users, their families and their carers.
- Able to meet eligible needs within limited resources and manage the emotions and expectations of service users and carers.

Level B (in addition to level A criteria)

- Ability to remain person centred and task focused when responding to complexity and risk in a multi-disciplinary environment.
- Able to promote an individual's rights by taking an active lead and role through advocacy, to enhance individuals' social justice, equality, and human dignity.

- Able to effectively mediate, negotiate, and navigate systems on behalf of and in collaboration with individuals.
- Able to take the lead in managing positive interventions that prevent deterioration in health and wellbeing.
- Can safeguard people at risk of abuse or neglect, or who are subject to discrimination, and to take necessary action where someone poses a risk to themselves, their children, or other people.
- Capable of undertaking complex mental capacity assessments, providing objective evidence for the assessment outcomes. Be able to present options to assist and enable best interest decisions to be made.
- Engage effectively with people in complex situations, short term and build productive relationships over time.
- Able to work collaboratively to effectively manage competing interests of service users and their network appropriately balancing the needs of all parties.
- Be able to recognise and address poor practice and systemic failings.

Level C (in addition to levels A and B)

- Can apply legal reasoning using professional legal expertise and advice, recognising where scope for professional judgement exists.
- Able to gather information quickly and effectively to inform judgement for interventions in crises, and in response to challenges
- Can anticipate, assess and manage risk, in complex cases, and support others to develop risk management skills
- Has the ability to consider executive functioning in undertaking MCAs.
- Demonstrate confidence and skills to provide professional opinion to social workers and other professionals
- Ability to promote individual and carer participation in developing service delivery
- Able to identify and communicate to supervisors, leaders and managers how organisational practice can improve and support better social work practice and individual outcomes
- Able to work positively with others drawing on and contributing to team working and support, providing social work advice to support colleagues' practice