**ADULT & COMMUNITY BASED SERVICES**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND YOUNG PEOPLE.**

**THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES, INCLUDING A DBS CHECK.**

**JOB TITLE:** ADULT SOCIAL WORK/ COMMUNITY-LED SUPPORT PRACTICE LEAD

**DIVISION:** ADULT & COMMUNITY BASED SERVICES

**FIXED TERM:** TWO YEARS

**GRADE:** BAND 13

**RESPONSIBLE TO:** PRINCIPAL SOCIAL WORKER / HEAD OF SERVICE

HEAD OF COMMUNITY HUBS AND WELLBEING

**POST REF NO:**

# **Purpose of Post**

1. To support Adult Social Care practice and policy development to maintain the Vision of Social Care - helping people live the lives they want to, building on their aspirations.
2. To support the implementation of the Community-Led Support programme.
3. To embed within Adult Social Care and Preventative and Community-Based Services a strong culture of strengths-based, person-centred working and promotion of independence, choice and control within practice.
4. Working with Heads of Services to streamline working processes and paperwork, devolving decision making whilst strengthening responsibility and ownership of change.
5. To coordinate learning and development activities, evaluation, audit and assessment of outcomes for individuals and services.

# **Key Relationships**

Director and Assistant Directors – Adult & Community Based Services

Heads of Service/Principal Social Worker in Adult Social Care

Heads of Service in Preventative and Community Based Services

Managers and staff across Adults and Community Based Services

Director and Assistant Directors – Children’s and Joint Commissioning Services

Managers and staff across HBC and partners

People who use adult services and their family carers

The wider community.

The voluntary and community sector.

# **Main Duties and Responsibilities**

To lead practice improvement projects within adult social care in line with the Heads of Service.

* Take lead responsibility for ensuring that the core principles of our Vision for Adult Social Care and Community-Led Support – co-production around a shared vision, focus on communities, trust and empowerment, wellbeing, proportionate approach, defensible decision-making, inclusive, strength based and responsive – are embedded in the workforce.
* Work with the National Development Team for Inclusion (NDTi) and senior managers to identify and support the training programme across the implementation phase of Community-Led Support.
* Work with NDTi and senior managers to evaluate the ongoing training needs across the whole workforce including partner agencies and the voluntary and community service to ensure that roll out of Community-Led Support continues to evolve.
* Where necessary, deliver workshops to support the implementation of Community-Led Support.
* Support social care staff to promote independence by exploring ways of looking at people’s own strengths and gifts, their social capital and community around them to deliver the best possible outcome for the person.
* Take the lead in coproducing with social workers and social care officers Management Information and senior managers to streamline working practices and paperwork/systems.
* Support senior managers in developing devolved decision-making mechanisms to teams whilst strengthening responsibility and ownership of change.
* Work with staff from Community Hubs to ensure that there is a good community ‘offer’ for people and that is communicated to staff, in particular social workers and social care officers.
* Create, devise and review policies and procedures relating to social care practice as required by Adult and Community Based Services.
* Design and implement an induction based on Community-Led Support principles and standards.
* Design and deliver specific programmes and materials to meet identified and agreed learning needs in relation to practice development.
* In conjunction with the Principal Social Worker, develop and promote practice models that are reflective and strengths based including initiatives such as Community-Led Support.
* Work with the Quality Assurance and Review section to coordinate adults practice month, participate in audits and contribute to gathering service user feedback to inform practice.
* Represent HBC at relevant local, regional and national groups and partnerships.

**Developments**

The work of all Local Government departments changes and develops continuously which in turn requires staff to adapt and adjust. The functions/responsibilities above should not therefore be regarded as immutable but may change commensurate with the grading of the post. Any such changes will naturally be the subject of discussion and consultation.