

Job Description

	<div>For HR use only</div> <div>Vacancy Ref No: DBS0452</div>
Directorate	HECS
Service and Team	Adult Mental Health, Mental Health Social Work
Post Title	Social Worker
Grade	10
Reports to	Senior Social Worker / Team Manager
Responsible for (employees / equivalent)	
Job Purpose	
<p>To provide a professional and comprehensive social work service that delivers person-centred care and support services to adults in North Tyneside.</p> <p>To work under the direction of the Team Manager and Senior Social Workers to provide an effective Adult Social Care service for the delivery of high quality and proportionate assessments, person-centred care and support planning / review of customers and their carers.</p> <p>To work within the context of assessed need, risk, relevant legislative frameworks, Government policy and Council policies and procedures.</p> <p>To practice in line with the Professional Capabilities Framework – Professionalism; Values & Ethics; Diversity; Rights, Justice & Economic Wellbeing; Critical Reflection & Analysis; Intervention & Skills; Contexts & Organisations; Professional Leadership.</p> <p>To work under the direction of the Team Manager and Senior Social Workers in the delivery and development of the adult social care teams in relation to:</p> <ul style="list-style-type: none"> • Performance targets and objectives • Workforce development • Legislative and statutory requirements • Organisational improvement 	
Job Content	
<p>To work under the direction of the Team Manager / Senior Social Workers in the effective and efficient operation of the team. This is specifically in relation to:</p>	

- To undertake proportionate assessment of need and produce care and support plans in line with the Care Act and statutory duties
- Ensure consistency of application of National Eligibility Criteria in line with Council policy
- The promotion of a strengths based approach to assessment and care and support planning
- To have a role in prevention and assisting people to access universal wellbeing services i.e. suitable housing options, assistive technology and utilising community assets
- To offer advice, information, signposting and assisted signposting
- To build relationships with individuals, their family / carers and other professionals
- To develop a knowledge of community resources and networks and to work in an imaginative and creative way to a common aim
- To connect people with each other; with the community and with appropriate services
- To ensure good networks are established with other professionals and voluntary / community organisations
- Support the use and promotion of Direct Payments
- Ensuring performance objectives and targets are implemented within their role and work within systems to monitor performance
- Ensure budgets and financial thresholds are adhered to
- Work within health and safety arrangements and take appropriate responsibility for their own Health and Safety and that of others
- The promotion, development and use of Safeguarding within the team including attending strategy meetings and undertaking investigations
- To work within the context of Children's Safeguarding and the Whole Family Approach, where appropriate
- Provide appropriate advice in relation to complaints from customers
- To maintain registration with Social Work England and adhere to the Code of Conduct
- To have a caseload appropriate to their knowledge, skills and service area
- Provide leadership on statutory requirements i.e. CHC, Section 117 and Care Act responsibilities
- To undertake duty functions and respond to urgent referrals as required, as per the functions of the team in which the post holder is based
- Undertaking accredited and in house development and training as appropriate and as required by the Authority
- To be involved in the design and delivery of in-house training, as appropriate to the post holder's skills and areas of expertise
- To comply with the Team Manager and Senior Social Workers in the completion of audits of case recording (electronic and file) in accordance with the quality assurance process
- Take responsibility for continuing personal and professional development
- Participate in appropriate training and development activities
- To work in effective partnership with agencies
- To ensure that appropriate agency policies and procedures are adhered to
- To assist in areas of service development and improvement in the team and service area

- To identify and advise the Team Manager of all issues affecting service delivery
- Actively promote a positive view of the Council and Adult Social Care service both within the team and externally
- Any other duties commensurate with the grading of this post

Climate Change Values and Behaviours

We strive to reduce the carbon footprint of our services by using less energy in our buildings, travelling less in our vehicles and increasing our recycling.

We encourage innovation and the generation of new ideas in the way we do things, including increasing the environmental sustainability of our services.

Equality, Diversity and Inclusion Values and Behaviours

We treat all our colleagues, residents and service users with dignity and respect. We embrace and value people's differences. We act as allies, educating ourselves, empowering others and tackling discrimination.

Special Requirements of Post

Working Conditions	Flexible working scheme
Working Requirements and Arrangements	37 hours per week To be prepared to work flexibly across functions and locations to meet the need of the service.
Physical Requirements e.g. driving, lifting, and handling	Must be able to meet the travel requirements of the post Access to full driving licence and vehicle would be beneficial as the post-holder will be expected to travel as part of their role
DBS and Safeguarding Checks required	Enhanced DBS check will be required
Responsibility for Safeguarding or extent of contact with children, young people and/or adults at risk of harm.	Post-holder will have responsibility for safeguarding children and adults within this role
Politically Restricted	No

Person Specification

Job Criteria			
Factor	Essential	Desirable	Assessment method
Knowledge	<p>Detailed understanding of Health and Social Care legislation, current policies and guidelines and their underpinning principles</p> <p>Evidence of practical knowledge of the relevant service user group(s) including their different cultural needs</p>		<p>Application Form</p> <p>Interview</p>
Qualifications and Training including Professional Registrations	<p>Recognised Social Work qualification</p> <p>At least two years post qualifying experience, progressed social worker</p> <p>Completion of recognised Post-Qualification award (including ASYE if appropriate)</p> <p>A willingness to undertake relevant PQ awards</p> <p>A willingness to undertake training and professional development as required by the service</p> <p>Evidence of CPD</p>	<p>PQ awards in:</p> <p>Practice Education</p> <ul style="list-style-type: none"> • Best Interests Assessor • AMHP • Safeguarding Adults 	<p>Application Form</p> <p>Certificates</p> <p>Interview</p> <p>References</p>

	Registered with Social Work England as a qualified Social Worker		
Skills & Experience	<p>Ability to work with individuals and families</p> <p>Ability to use a strengths based model with individuals, groups and communities</p> <p>Evidence of intervention and interpersonal skills in working with vulnerable people in complex situations</p> <p>Ability to carry out proportionate assessments, analyse information and develop person-centred plans</p> <p>Ability to assess need and risk and develop appropriate risk management plans, following Safeguarding Adults policies and procedures</p>	<p>Experience of mentoring staff</p> <p>Experience of working within a statutory social care setting</p> <p>Experience of multidisciplinary working across a range of service user groups</p> <p>Operational Experience of duty, assessment, care and support planning and review</p>	<p>Application Form</p> <p>Interview</p> <p>References</p>

	<p>Ability to use a range of skills and knowledge in order to resolve specific issues and develop short to medium term plans</p> <p>Ability to work in partnership with other agencies and professionals including situations where challenge and negotiation may be required</p> <p>Excellent written and verbal communication skills</p> <p>Customer care, knowledge and skills</p> <p>Excellent IT skills and the ability to successfully adapt to emerging IT systems</p> <p>Ability to mentor and provide peer support to members of the team</p> <p>A personal commitment to the Professional Capabilities</p>		
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	<p>Framework</p> <p>Experience of working with vulnerable people in a complex social care settings</p> <p>Experience of multi-disciplinary working</p> <p>Experience of successfully negotiating difficult situations</p> <p>Experience of managing deadlines and competing priorities</p>		
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Our Values	We Listen, We Care, We Are Ambitious, We Are Good Value for Money
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Special requirements		
Factor	Essential	Assessment method
Occupational Requirements under the Equality Act 2010		
Factor	Desirable	Assessment method

Please note if you intend to use your own vehicle (or non-council vehicle) for business mileage you must hold the relevant driver's licence, MOT, and insurance documentation.