Job Description

	People Team use only	JE Code: E123

Job title	Social Worker
Grade	9 & 10
Service and team	Social Work Teams
Directorate	Adult Social Care
Line manager	Team Manager
People management responsibilities	Fulfilling statutory duties to promote wellbeing, meet support needs, and safeguard adults with care and support needs and carers.

Job Purpose

To provide a comprehensive social work service to adults with the appearance of care and support needs and their carers. Our social workers:

- Promote wellbeing, using person-centred, relationship-based approaches to identify individuals' outcomes, and empower them to achieve these.
- Prevent, reduce and delay needs for support, through the application of strengths-based practice models.
- Identify and analyse risks to safety and wellbeing, applying professional curiosity.
- Collaboratively manage risks alongside people with care and support needs, those close to them, and professionals, in line with agency procedures and guidance.
- Undertake robust safeguarding adult's enquiries where adults with care and support needs may be at risk of abuse and neglect, in line with the council's Safeguarding Adults procedures and statutory requirements.
- Assess adults' needs for care and support, and carers' support needs, forming robust, defensible eligibility determinations in line with statutory criteria.
- Proactively contribute to NHS Continuing Healthcare decision-making processes, in partnership with colleagues from the Integrated Care Board and other professionals.
- Plan support creatively, in partnership with people with care and support needs and carers: empowering people to use their skills, strengths and resources around them to meet their outcomes.
- Promote the welfare and safeguarding of children and young people, working in collaboration with other professionals with a 'whole family approach'.
- Apply detailed knowledge of the Mental Capacity Act 2005, including assessment of mental capacity, undertaking best interest decisions (including under the Liberty Protection Safeguards), and making applications to the Court of Protection where required, with the support of managers and legal services.
- Champion equity, social justice and allyship, adapting interventions to meet the unique needs of each individual:
    - Acknowledging and respecting identity factors such as age, gender identity, culture, ethnicity, disability, language, faith and sexual orientation, and challenging injustices linked to these characteristics.

- Demonstrating poverty, disability, neurodivergence, mental health, and trauma-informed approaches.
- Demonstrate professional leadership, showing assertiveness, courage, creativity, hope and resilience in the face of complex challenges.
- Manage record-keeping, storage and sharing of personal and sensitive information robustly and defensibly, in line with GDPR.
- Maintain the highest standards of professional and personal conduct at all times, in line with the:
  - Social Work England Professional Standards
  - North Tyneside Council values, behaviours and conduct standards
  - Adult Social Care Practice Standards.

What you'll be doing

All social workers, at both grade 9 and grade 10, are required to:

- Consistently demonstrate practice and conduct in line with the Social Work England Professional Standards.
- Prioritise time according to risk and external deadlines, managing a varied workload, working under pressure and responding to crisis, with the support of managers as appropriate.
- Build effective professional relationships, built on trust and respect, with individuals with support needs, carers, and those important to them.
- Communicate accurately and succinctly, adapting to the needs of service users and carers, health and care professionals, and legal professionals, both verbally and in writing.
- Provide accurate information and advice, bespoke to individuals' needs.
- Complete needs assessments and eligibility determinations with adults with care and support needs and carers: fully compliant with the Care Act 2014 and its statutory guidance, including the skilled application of strengths-based approaches and ensuring the voice of the adult is central.
- Identify potential primary health needs, proactively contributing to NHS Continuing Healthcare decision making processes as required, in collaboration with Integrated Care Board staff and other professionals.
- Co-produce empowering support plans, meeting needs proportionately and in a manner which promotes independence, achieves the outcomes that matter most to the person, and offers good value for money.
- Apply a thorough knowledge of community assets, supporting adults with care and support needs and their carers to activate sources of support in their networks, the voluntary and community sector, and health services.
- Adopt a multi-agency approach, collaborating with other relevant agencies positively and constructively.
- Identify and challenge injustice or poor practice, using escalation mechanisms and procedures where necessary to uphold good standards of care.
- Undertake adult safeguarding enquiries to ensure the person's right to live in safety, free from abuse or neglect, in line with North Tyneside Council's adult safeguarding procedures, with the oversight of the social worker's supervisor.

- Triangulate information from multiple sources, applying professional curiosity within all interventions.
- Identify and analyse risk, completing and implementing risk management plans in collaboration with the person, those close to them, and other professionals.
- Apply knowledge of the Mental Capacity Act 2005, undertaking robust, legally compliant mental capacity assessments and best interest determinations, including the Liberty Protection Safeguards when implemented.
- In the Whole Life Disability or Mental Health Teams, apply knowledge of the Mental Health Act 1983 (2007), e.g. coordinating aftercare plans under section 117.
- Keep full, accurate, up to date records of interventions, ensuring that all record keeping and information sharing is compliant with GDPR and Caldicott Principles.
- Ensure that wider legislative requirements, including the Human Rights Act 1998, and duties under the Equality Act 2010, are fully met.
- Act as a duty officer for the team where required, on a rota basis.
- Practice reflexively, critically reflecting on practice, accepting constructive feedback, and contributing to our learning culture e.g. participation in group supervision and other reflective practice forums.
- Make positive and constructive use of supervision to gain guidance, support and for professional development.
- Take personal responsibility for professional development, meeting requirements for training set by managers, and fulfilling the CPD requirements of the regulator.
- Demonstrate flexibility, including a willingness to work outside usual office hours to meet urgent service user or business needs if needed
- Act in line with social work profession's ethics, values and professional standards at all times – incorporating conduct outside of work, including on social media.
- Act in accordance with the Council's values, behaviour, conduct, and customer service standards, and the Adult Social Care Practice Standards.
- Comply with all council policy, procedures, and guidance, including but not limited to health and safety and lone working policies.
- Understand and commit to the council's Equal Opportunities Policy, and its importance in employment and service delivery.
- Other duties as appropriate in line with the grade of the post.

If appointed to a grade 9 role, social workers will be expected to:

- Effectively and efficiently manage a caseload working with people with needs of a lower complexity than grade 10 social workers, proportionate to the worker's experience.
- Identify, assess and manage risk, with active support and guidance from supervisors in more complex or higher risk situations.
- Identify the need for Court of Protection proceedings, and comply with court requirements where proceedings as required, with more extensive support and guidance from managers, legal professionals and/or more experienced practitioners.
- Fulfil requirements for social circumstances reports to Mental Health Act tribunals, with more extensive support, guidance and quality assurance from managers.
- Grade 9 social workers will demonstrate an emerging commitment to professional leadership e.g. through active contribution to team meetings, staff engagement sessions,

reflective practice opportunities, the support of new staff, or taking responsibility for students on brief shadowing placements.

- By the end of the first year in practice, grade 9 social workers must evidence knowledge and skills in line with the Knowledge and Skills Statement for Social Workers in Adult Services (PQS/KSS), with the support and guidance of an experienced assessor.
- Newly qualified social workers must successfully complete the ASYE programme within 12 months of starting the programme (unless in exceptional circumstances authorised by the Principal Social Worker - Adults) and participate in the ASYE learning and development opportunities provided.
- ASYE social workers' caseload will be weighted 10% below the level expected of a post-ASYE grade 9 social worker to accommodate enhanced supervision and professional development time.
- After completing the ASYE, and assessed as ready by their team manager, grade 9 social workers should engage in the post-qualifying training offered in the Social Work Progression Pathway.

If appointed to a grade 10 role, social workers will be expected to:

- Successfully demonstrate the level of capability and post-qualifying learning required by the ASC Social Work Progression Pathway.
- Effectively manage a caseload with people with more complex support needs, facing higher risk circumstances.
- Demonstrate high proficiency in time management and prioritisation, managing work commitments and workload more autonomously.
- Identify, analyse and manage risk more autonomously, including coordinating more complex safeguarding adult's enquiries, in situations where the adult faces higher risk.
- Apply more advanced legal knowledge and skills, e.g. through more autonomous engagement in Court of Protection or Mental Health Act tribunal processes or managing higher risk or contested Court of Protection cases, e.g. s.21A challenges.
- Hold advanced social work intervention skills and theoretical knowledge, demonstrating more sophisticated application of social interventions including, but not limited to, systemic practice, motivational interviewing, crisis intervention, relationship-based practice, and strengths-based approaches.
- Apply advanced relationship-based skills to engage with people who may be reluctant to work with services, demonstrating the skilled incorporation of trauma-informed approaches to practice.
- Navigate conflict, disagreement and professional challenge more confidently and autonomously, while escalating relevant matters as appropriate.
- Demonstrate sustained professional leadership through taking responsibility for the learning of others: e.g. supporting team managers through advising, coaching or mentoring less experienced colleagues; and/or training as a Practice Educator.
- Demonstrate commitment to advanced professional development and practice leadership, e.g. champion roles, training and practice as a Best Interest Assessor/Approved Mental Capacity Professional, and participation in service development opportunities.

Other duties as appropriate to the grade of the post.

You need to have		How we will assess these
Knowledge	Understanding of the role and statutory duties of local authority social workers with adults.	Application/interview
	Applied understanding of social work theory and interventions, including strengths-based approaches	Application/interview
	Applied knowledge of local authority responsibilities to adults with care and support needs under the Care Act 2014, including assessment, eligibility, support planning.	Application/interview
	Knowledge of adult safeguarding duties under the Care Act 2014, including application of the principles of adult safeguarding.	Application/interview
	Applied knowledge of the Mental Capacity Act 2005.	Application/interview
	Applied understanding of equalities, diversity and inclusion and anti-oppressive practice – including, but not limited, to the requirements of the Equalities Act 2010.	Application/interview
Qualifications, training and professional registrations	Social work professional qualification (BA/MA in Social Work, Dip SW, etc)	Certificates
	Registration with Social Work England at the point of taking up the post	SWE register check
Skills and experience	Ability to use social work skills to build relationships with people with care needs and carers based on trust and respect.	Application/interview
	Experience of achieving positive outcomes, working in partnership with people with care and support needs, carers and other professionals.	Application/interview
	Ability to work inclusively, respecting diversity and acting inclusively, both with colleagues and in work with people with support needs and carers.	Application/interview
		Application/interview

	Experience of safeguarding people from harm in a collaborative, proportionate manner.	Application/interview
	Skills in achieving positive outcomes, working with others within a complex, multi-agency system	Application/interview
	Skills communicating effectively, adapted to the needs of others, both verbally and in writing. Time management and prioritisation skills, including the ability to reprioritise and respond swiftly to crisis situations.	Application/interview
	Ability to produce accurate, analytical, and succinct reports as part of statutory processes.	Application/interview
	Ability to identify, analyse and manage risk effectively.	Application/interview
	Assertiveness, with the ability to manage conflict or disagreement constructively, using professional challenge and escalation processes where necessary.	Application/interview
It would be nice if you also have		**How we will assess these**
Qualifications, training and professional registrations	Specialist Post qualifying awards such as BIA or Practice Educator Award.	Certificates
Skills and experience	Experience promoting independence, choice and control through creative means, e.g. using technology or direct payments.	Application/interview
	Experience of Court of Protection work.	Application/interview
Other information about the job		
Working Conditions	Office and community settings, including visiting people at home. Includes lone working.	
Working Requirements and Arrangements	37 hours week, with flexible working possible by agreement with the line manager.	
Physical Requirements	The ability to travel to various locations in the borough and occasionally outside the borough is required.	

DBS and Safeguarding Checks required	Enhanced DBS with adults and children's barred list checks.
Politically Restricted	This post is not politically restricted under the Local Government and Housing Act 1989.
Please note: if you use your own vehicle for business, you must have a valid driving licence, MOT, and business use insurance.	

Our Values
We Listen | We Care | We Are Ambitious | We Are Good Value for Money
Equality, Diversity and Inclusion
We treat our colleagues, residents and service users with dignity and respect, value differences, and challenge discrimination. We build inclusive teams and encourage diverse voices to shape our work.
Corporate Parenting
We all share responsibility for supporting children in our care – acting in their best interests as any parent would. This is known as corporate parenting and covers anyone working for the Local Authority no matter what their job role is. We promote safeguarding and report concerns appropriately.
Climate Change
We are reducing our carbon footprint by using less energy, travelling smarter, and recycling more. We welcome innovation that makes our services more sustainable.