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| |  | | --- | |  | | **Social Worker – Reach Service**  **(12 month contract)**  Thank you for your interest in applying for the above post. Please find attached the Job Description and Person Specification for the role. | | **Working for Stockport Council** | | **Macintosh SSD:Users:tony.collinge:Desktop:values_job_description:STAR_logo_and_values.jpg**  Stockport Council has 4 core values that run through everything we do and are known as the Stockport Way of doing things. As an organisation we stay true to them no matter what challenges we face. The values came from colleagues and were developed through workshops and consultation across the Council.  [This video,](https://play.buto.tv/3My87) produced 'in house' and featuring colleagues from across the Council, explains each value and shows how colleagues are living these values each day.  As a new colleague the Council will expect you to work in accordance with these values. We also have policies and procedures around health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities which we expect you to adhere to. These will be explained in detail to you as part of your induction process.  You can find out more about working for Stockport Council, and some of the benefits we offer employees, online at <https://greater.jobs/locations/stockport/>  H:\Directorate Services Team\Recruitment (Annalie Burns' Team)\Recruitment\OTHER\Diversity and Inclusion\DISABILITY CONFIDENT\employer_small.png |   green band epsStockport Council  **Job Description** | |
| Post Title: Social Worker  **Service Area: Adult Social Care**  **Directorate: People**  **Team: Reach** | Salary Grade: SO2, SCP 32-37  Bar at Scale Point 33 for Level 1 Practitioner including ASYE Bar at Scale Point 35 for Level 2 Practitioner Scale Points 36-37 for Level 3 Practitioners Only |
| **Post Reports to:** Reach Team Social Worker  **Post Responsible for:** Reach SCO | |
| **Main Purpose of the Job:**   * To provide an assessment, support planning and review service, underpinned by professional knowledge in order to ensure that: vulnerable people are safeguarded and are supported in managing risk; person centred outcomes and support requirements are identified, and; People are encouraged and enabled to live healthy and independent lives for as long as possible. * To undertake all duties in line with Care Act 2014. * To work closely with colleagues in the health, early help, community and voluntary sectors ensuring that person centred outcomes are met in ways which utilise available resources as effectively as possible. * To work within organisational policy and legislative requirements. | |
| **Summary of responsibilities and key areas:**  1. To undertake professional assessment, to assist people to manage risk, to identify person-centred outcomes, and to undertake support planning and reviews  2. To act as Case Manager for a number of people on a short or long term basis, depending on deployment. 3. To deliver the service in accordance with statutory responsibilities set out in relevant legislation and the eligibility criteria for services as agreed by the Council.  4. To undertake Mental Capacity and best interest assessments taking account of the requirements of the Mental Capacity Act.  5. To support carers in their role.  6. To ensure that reviews are carried out in a timely and person centred way evidencing need for continuing support.  7. To provide information and advice to help people stay healthy, plan for their future needs, use services effectively, take responsibility for their own health and care, and maximise the impact of prevention and recovery services.  8. To encourage and support people to look after themselves, their families and their communities promoting choice and control for people and the use of Direct Payments where appropriate  9. To assist people to have realistic expectations about the support and care that the Council is able to offer, through involvement and communication and ensure the most effective and targeted use of resources to meet person centred outcomes.  10. To proactively support and actively contribute to the delivery of integrated health and social care services including for those with short term or continuing health or social care needs.  11.To build effective relationships with health partners and the voluntary and community sector.  12. To participate in team meetings and other meetings relevant to the work of the service group, as required.  13. To engage in and prepare for supervision and appraisal through self-evaluation against the council’s competence framework.  14. To maintain continuing professional development and ensure compliance with Health and Care Professionals Council standards of proficiency  15. To undertake training and development as required including ongoing post qualification professional development.  16. To contribute to the provision of a response to civil emergencies as required.  17. To operate within financial and budgetary guidelines.  18. To prepare reports for court and attend to give evidence in legal proceedings as required.  19. To undertake specific projects in relation to service development as required.  20. To promote and safeguard the welfare of children and vulnerable adults.  21. To maintain registration of Health and Care Professionals Council where this is a requirement to practice and to undertake statutory and other tasks related to the responsibilities of the service group outlined in the context statement, in accordance with relevant legislation and the Council’s competence framework.  22. Maintain essential records, input and maintain records on the core computer system as required.  23. Any other lesser or comparable duties as required relating to the particular specialised function of the team or teams. | |
| **Job activities:**  **At Practitioner Level 1 (including ASYE)**  24. To demonstrate a level of professional practice ability and competence at entry level (see competency framework)  25. To undertake assessment and review of moderately complex cases and complex cases with significant practice support.  26. To commission support to meet customer outcomes making best use of financial and community resources.  27. To support and investigate safeguarding inquiries, as appropriate to level of training and experience.  28. To assist with work familiarisation and induction support to other team members or students.  **At Practitioner Level 2**  In addition to the duties outlined at level 1 and the general responsibilities described  29. To demonstrate a high level of professional practice ability and competence at practitioner level (see competency framework)  30. To take responsibility for a moderately complex caseload exercising professional judgement and discretion in the management of cases accessing practice support for more complex decisions.  31. To investigate safeguarding inquiries  32. To chair review meetings and act as a specialist lead in joint case management meetings.  33. To manage cases with high levels risk  **At Practitioner Level 3**  In addition to the duties outlined at level 1 and 2 and the general responsibilities described  34. To demonstrate a highly developed level of professional practice ability, detailed knowledge and skill and competence at experienced practitioner level (see competency framework)  35. To take responsibility for a caseload of complex cases managing conflict and risk and exercising professional autonomy and judgement.  36. To act as investigator in complex safeguarding investigations.  37. To undertake high level assessment work taking independent decisions e.g. Mental Capacity Act work; complex Best Interest Assessments; deprivation of liberty and court of protection work  38. To supervise Students, ASYE and non-registered staff and provide day to day direction and practice supervision to team members and effectively delegate casework.  39. To act as a practice educator/supervisor where specified in the context statement.  40. To allocate tasks to unregistered members of the team to support in the delivery of care coordination 41. To provide specific training and development as required.  42. To act as a knowledge resource for other staff in respect of day to day practice | |
| **Additional responsibilities:**  To work positively and inclusively with colleagues and customers so that the Council provides a workplace and delivers services that do not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender or disabilities.  To fulfill personal requirements, where appropriate, with regard to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities.  To work flexibly in the interests of the service. This may include undertaking other duties provided that these are appropriate to the employee’s background, skills and abilities. Where this occurs there will be consultation with the employee and any necessary personal development will be taken into account. | |

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Stockport Council

Competency Person Specification

The criteria listed below represent the most important skills, experience, technical expertise and qualifications needed for this job role.

Your application will be assessed against these criteria to determine whether or not you are shortlisted for interview.  Any interview questions, or additional assessments (tests, presentations etc) will be broadly based on the criteria below.

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| **Competency** | **Essential or Desirable** |
| To work to the Council’s values and behaviours:   * To keep the people of **Stockport** at the heart of what we do * To succeed as a **team**, collaborating with colleagues and partners * To drive things forward with **ambition**, creativity and confidence * To value and **respect** our colleagues, partners and customers | Essential |
| Experience of Social Work or Social Care Work in a statutory, voluntary or personal capacity. | Essential |
| Experience of working as a member of multi-disciplinary team. | Desirable |
| Knowledge of legislation, regulations and Practice Guidance relevant to the post (e.g. Care Act 2014;, Mental Health Act 1983,,Mental Capacity Act 2005, Human Rights Act, Data Protection Act etc). | Essential |
| Detailed and comprehensive knowledge of the personalisation agenda including the promotion of independence and well-being principles. | Essential |
| Knowledge and understanding of asset based approached to assessment and support planning. | Essential |
| Knowledge and understanding of disability related conditions specific to adult services including the ageing process, disability related medical conditions, learning disabilities and mental health. | Essential |
| Knowledge and understanding of the role of partner agencies, commissioned partners, early help and voluntary and community services. | Essential |
| Knowledge and understanding of good joint working with other agencies and the benefits to the service and people. | Essential |
| Knowledge and understanding of risk management and models of intervention. | Essential |
| Knowledge and understanding of continuing healthcare and the role of social care. | Essential |
| Knowledge and understanding of safeguarding adults and children in the Community. | Essential |
| Awareness of policy and procedures and the role they play in governing and underpinning practice. | Essential |
| Evidence based decision-making and risk management skills. | Essential |
| High level of written and oral communication skills and an ability to communicate effectively with a wide range of people from all levels within the organisation and community. | Essential |
| Negotiation and advocacy skills and a high level of interpersonal skills. | Essential |
| Effective organisational and administrative skills. | Essential |
| Demonstrable record keeping skills. | Essential |
| Ability to work collaboratively within a team and contribute to team development. | Essential |
| Understanding of stress, its impact, and effective management techniques. | Desirable |
| Awareness of/training in personal safety issues. | Desirable |
| BA, CQSW or CSS or DipSW or other recognised Social Work Training. | Essential |
| Current HCPC Registration. | Essential |
| Positive commitment to further training and self-development. | Essential |
| Evidence of further training related to physical disability, illness and old age. | Essential |
| **Experience** | |
| Demonstrable experience of undertaking effective assessment, support planning and development and review of person-centred outcomes. | Essential |
| Experience of exercising professional judgement, decision making, and the management of risk with a degree of autonomy in moderately complex situations e.g. undertaking best interest assessments; acting as a safeguarding investigation etc. | Essential |
| Experience of team working and effective collaborative multiagency working. | Essential |
| Detailed knowledge of effective assessment and strengths based person centred support planning within a specialist discipline involving joint work with health and voluntary and community sector colleagues. | Essential |
| Highly developed organisational, time management and prioritisation skills. | Essential |
| ASYE successfully completed. | Essential |
| Additional competencies – Level 3 | |
| Demonstrable experience of exercising professional autonomy and effective decision making applying a high level of practice ability in effective assessment, development of person centred outcomes, and support planning and review in a wide range of complex cases. | Essential |
| Experience of leading work within a multi-disciplinary setting e.g. chairing meetings, undertaking service development work, training and development of staff. | Essential |
| Experience of mentoring and/or supervision of staff or students. | Essential |
| A high level of post qualification knowledge in a specialist discipline and to act as a knowledge resource within the team in the specialism and other allocated areas e.g. Best interest assessments, Deprivation of Liberty, Carers etc. | Essential |
| Highly developed organisational, time management and prioritisation skills. | Essential |
| POPP successfully completed. | Certificate |
| Full driving licence and use of a car for work (alternative arrangements will be made for disabled applicants who are unable to drive due to their disability). | Essential |