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| |  | | --- | |  | | **Social Worker**  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/> |   green band epsStockport Council  **Job Description** | |
| Post Title: Social Worker  **Service Area: Adult Social Care**  **Directorate: People**  **Team: Integrated Neighbourhood Team** | Salary Grade:  SO2, SCP 26-31  Bar at Scale Point 27 for Level 1 Practitioner including ASYE  Bar at Scale Point 29 for Level 2 Practitioner  Scale Points 30-31 for Level 3 Practitioners Only |
| **Post Reports to:** Integrated Team Leader / Assistant Team Manager  **Post Responsible for:** Students (field work educators only) | |
| **Main Purpose of the Job:**   1. 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.  1. To undertake all duties in line with Care Act 2014. 2. 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. 3. To work within organisational policy and legislative requirements. | |
| **Main Responsibilities and Key Duties – All Levels**   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 NHS and social care legislation and the eligibility criteria for services as agreed by the Council. 4. To undertake 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. To build effective relationships with health partners and the voluntary and community sector. 11. To participate in team meetings and other meetings relevant to the work of the service group, as required. 12. To engage in and prepare for supervision and appraisal through self-evaluation against the council’s competence framework. 13. To maintain continuing professional development and ensure compliance with Health and Care Professionals Council standards of proficiency 14. To undertake training and development as required including ongoing post qualification professional development. 15. To contribute to the provision of a response to civil emergencies as required. 16. To operate within financial and budgetary guidelines. 17. To prepare reports for court and attend to give evidence in legal proceedings as required. 18. To undertake specific projects in relation to service development as required. 19. To promote and safeguard the welfare of children and vulnerable adults. 20. 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. 21. Maintain essential records, input and maintain records on the core computer system as required. 22. Any other lesser or comparable duties as required relating to the particular specialised function of the team or teams.   **Main Responsibilities and Key Duties at each level**  **At Practitioner Level 1 (including ASYE)**   1. To demonstrate a level of professional practice ability and competence at entry level (see competency framework) 2. To undertake assessment and review of moderately complex cases and complex cases with significant practice support. 3. To commission support to meet customer outcomes making best use of financial and community resources. 4. To support safeguarding enquires 5. 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   1. To demonstrate a high level of professional practice ability and competence at practitioner level (see competency framework) 2. To take responsibility for a moderately complex and complex caseload exercising professional judgement and discretion in the management of cases accessing practice support for more complex decisions. 3. To investigate safeguarding enquires 4. To chair review meetings and act as a specialist lead in joint case management meetings. 5. 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   1. To demonstrate a highly developed level of professional practice ability, detailed knowledge and skill and competence at experienced practitioner level (see competency framework) 2. To take responsibility for a caseload of complex cases managing conflict and risk and exercising professional autonomy and judgement. 3. To act as a lead investigator in safeguarding investigations. 4. 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 5. To supervise Students, ASYE and non-registered staff and provide day to day direction and practice supervision to team members and effectively delegate casework. 6. To act as a practice educator/supervisor where specified in the context statement. 7. To assist the Senior Practitioner in the co-ordination of team resources. 8. To allocate work within the team as required. 9. To provide specific training and development as required. 10. 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 |
| Social Worker registered with HCPC | Essential |
| Experience of Social Work with adults in a statutory setting | Essential |
| 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 |
| Organisational, administrative and prioritisation skills | Essential |
| Knowledge and understanding of partnership working | 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. | 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 | Essential |
| Ability to manage and resolve conflict | Essential |
| Ability to work collaboratively within a team and contribute to team development | Essential |
| Demonstrable experience of undertaking effective assessment, support planning and development and review of person-centred outcomes. | Essential |
| Understanding of stress, its impact, and effective management techniques | Essential |