

Job specification



Job title: Social Worker
Service: Adult Social Care & Health
Grade: G9 (£33,486 - £38,553)
Reporting to: Advanced Practitioner

Your job

We recognise that social workers have one of the most challenging yet rewarding roles. We value our social workers; the fantastic work you do and the resilience you show every day. This role is an amazing opportunity to support our most vulnerable adults in the borough. Working alongside a highly motivated and supportive team, you will take a holistic and person-centred approach to ensuring the people you support are happy, healthy, and safe. You'll make sure they feel listened to and encourage them to identify their assets and strengths – enabling them to fulfil aspirations, build resilience and improve outcomes.

This role will provide you with opportunities to build compassionate, professional relationships with people, their carer(s) and families – alongside integrated working with other practitioners, partner agencies and the community. Together you'll work with a caring and supportive team with a shared goal of improving outcomes for vulnerable Adults; underpinned by our Deal for Adult Social Care and Health and practice standards.

You'll relish opportunities to be creative and share your knowledge, skills, and experience with others in a culture of continuous learning and improvement. With supervision from an experienced Team Manager, the support of an Advanced Practitioner and the colleagues in your team your professional development is paramount and we expect you to drive this.

We know that happy teams make the best teams. Therefore, we want to provide you with a working environment that promotes positive wellbeing and encourages flexibility. This role enables you to work from home when appropriate, from several bases across the borough and be flexible in your working hours in line with service requirements and your home life.

The Council is committed to complying with the European General Data Protection Regulations (GDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection Regulations.

In this job you will

In the next 12 months, you will:

- Undertake person-centred assessments really getting to know the person you are with to co-create support plans using an asset-based approach to ensure outcomes are achieved.
- Be accountable for managing your case load in an effective, efficient, and timely way.
- Provide a high quality, responsive service in all areas using all appropriate methods of social work intervention within the agreed policies and procedures of the Council.

- Support residents and their families through safeguarding processes, taking positive risks where appropriate
- Respond to the complex and challenging needs of the people we support.
- Be responsible for inputting up to date and effective record keeping and administration on the council's case management system.
- Maintain links and joint working opportunities with other partners, including Health, PVI, Housing and Police.
- Maintain strong links with the community and support market development.
- To positively contribute to team meetings and development sessions.
- Ensure effective management of any crisis situations.
- Carry out work on the service Duty system as required; we have a rota.

On an ongoing basis you will:

- Constantly explore all community and creative options to ensure the best outcomes delivered through cost-effective packages of support whilst keeping people safe.
- Work with partner organisations who are accountable and have responsibility for joint funding of cases.
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules.
- Be accountable for your own decision making and seek appropriate solutions to situations as they arise.
- Write reports for and be actively involved in any of your cases going to court.

In this job you will need

You must be able to demonstrate the following essential requirements:

- Hold a relevant social work qualification and be registered with Social Work England.
- Experience in the role as a Social Worker and a proven track record of success.
- Excellent knowledge and understanding of legislation, local government frameworks, processes, and procedures.
- To feel comfortable working with autonomy and have the skills and ability to interpret complex issues.
- To maintain partnerships, confidently build relationships, influence, and inspire others.
- You have enhanced your skills through formal training and qualifications and are competent in supporting your colleagues, team manager and wider services.
- You are ready to take on the crucial task of inspiring and influencing your teams to achieve positive change and safety for adults.

Our culture

Wigan is a fantastic place to work. The Workplace Wellbeing Charter accreditation recently awarded us with 'excellence' in Mental Health, Absence Management, Health and Safety, and Leadership standards—which highlights our commitment to supporting the wellbeing of our staff, especially that of our great social workers.

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **Be Wigan** behaviours.

Be Positive... take pride in all that you do

Be Accountable... be responsible for making things better

Be Courageous... be open to doing things differently

Be Kind... be helpful, generous, and thoughtful towards yourself and others

Individuals with line management responsibilities are also expected to ...

Inspire... lead by example and help others to see the big picture

Care... show genuine concern for people as individuals and value their contributions

Engage... I connect with others both within and beyond the organisation

#TeamWiganDeal

Together we will

Deliver Deal 2030, working alongside our communities to make Wigan Borough an amazing and inclusive place to live and work, building a better future.

We will



Genuinely care for you and your wellbeing.



Champion a culture that inspires you to thrive.



Listen and engage with you to bring your ideas to life.



Celebrate your contribution and support you to reach your goals and aspirations.

I will



Look after my wellbeing and be kind to myself and others.



Work with others across #TeamWigan to be courageous, innovative and embrace technology.



Share my ideas and be accountable for making things happen.



Own my development and let my passion and positivity shine through.