**Service:** Adult Social Care

**Mental Health Social Worker Role Profile**

**Grade:** Band 7

**Reporting to:** Community Mental Health Team Manager/Senior Practitioner

**Responsible for:**

**About Us**

**Our Culture**

Trafford Council employs around 2300 non-school members of staff and as one of the biggest employers in the borough, we work hard to make Trafford Council an employer of choice. We care what you think and believe you are more than just a job role. We have a great benefits’ package and a real focus on your health and wellbeing, as well as, extensive learning, succession and development opportunities.

For us, it’s not just about *what* we achieve as an organisation, but *how* we do it. Therefore, all employees are expected to display our **EPIC** values.

Trafford is a great place to live, work, learn and visit. **From its leafy suburbs, to its more urban areas, the borough takes pride in its strong, diverse communities, its cultural and sporting heritage and its position at the heart of the region’s economic powerhouse.**

Trafford Council and its partners in the public, private and third sectors are embarking on a Vision which sees us working together to close inequality gaps and maximise Trafford’s huge potential.

***Our vision: Working together to build the best future for all our communities / everyone in Trafford.***

Our vision is about giving people in Trafford greater choice about where they live; to build and sustain in thriving communities; and to develop areas which we can all take pride in. It’s about people living healthily; receiving care when they need it and having access to our green spaces with great transport links across the borough.

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**At Trafford Council we are EPIC**

**We EMPOWER –** We inspire and trust our people to deliver the best outcomes for our customers, communities and colleagues.

**We are PEOPLE CENTRED –** We value all people, within and external to the organisation and give those around us respect. We will act with honesty and integrity in all that we do, and create an environment that enables everyone we work with to thrive and succeed.

**We are INCLUSIVE –** We are committed to creating an environment that values and respects the diversity and richness differences bring

**We COLLABORATE –** We build relationships, collaborate; treat people as equal partners and work together to make things happen.

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| This Role Profile outlines the key tasks you will be expected to perform to give you an understanding of a typical day and the key activities that you will be expected to deliver or contribute to the delivery of.**About the Role**The ‘About You’ section explores what qualifications, experience, skills and knowledge you will need for the role.We are a values based organisation and you will need to reflect our values, as well as the requirements in ‘About You’ in your application. |
|  **Your Main Priorities*** To deliver rapid service user centred assessments to people referred for mental health support.
* To respond to need exacerbated/caused by COVID 19
* To work as a member of the Community Mental Health Team within Greater Manchester Mental Health Trust
* To plan and implement rapid low-level support designed to protect against any deterioration in mental state and to prevent crises
* To sensitively work with the mental distress caused by COVID 19

**Key duties*** To respond to referrals liaising with other professionals and family and carers.
* To demonstrate strong social work values in the multi-disciplinary team
* To plan and organise the assessments to ensure a timely response to the referral
* To produce clear assessments based on the assessed needs for care and support
* To present assessments to the multi-disciplinary team
* To build networks of support available in the community, to make use of digital solutions and signpost to GM wide sources of support. Particularly those addressing the stress of living with the pandemic
* To organise practical support where needed
* To be both anti-discriminatory and empathetic in approach
* To hold a full driving licence and have access to transport
* Trafford Council operates a flexible working policy.
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**About You**

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| **Qualifications and Professional Development*** Professional social work qualification
* Registration with SW England
* Knowledge of Community Mental Health Teams and Care Programme Approach

**Experience and Knowledge*** Direct work with adults experiencing mental health difficulties
* Experience of multi-disciplinary working
* Ability to plan and organise work-often to deadlines
* Knowledge of Care Programme Approach
* Ability to work collaboratively with service users and their families/carers
* Be empathetic and non-discriminatory, be able to appreciate the stigma associated with mental health diagnoses/labels
* Have an understanding of the legal frameworks MHA 1983, Care Act 2014 and Mental Capacity Act 2005
* Be anti-discriminatory in practice
* Be able to demonstrate strong assessment, care planning and risk assessment skills
* Be able to use IT efficiently

**Skills and abilities*** Good communication skills both written and verbal
* Be self-motivated
* Be able to organise and plan work independently
* Work to deadlines
* Collaborate with social work and health colleagues
* Ability to develop creative solutions to assessed needs
* Experience of direct work with people experiencing mental health difficulties
* Experience of working with families and carers
* Be able to build relationships with third sector organisations/service user led support groups/other agencies/advocacy services
* To work as part of a team
* To deliver robust care plans and risk assessments

**Special Conditions (consider whether these are applicable to this role – amend as necessary)*** Enhanced DBS required
* Car User
* To work out of hours in emergency assessments if needed
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Date prepared/revised: 18th August 2021

Prepared/revised by: Gilli Painter

# Health and Safety

To operate safely within the workplace with regard to the Council’s health and safety policies, procedures and safe working practices. To be responsible for your own Health and Safety and that of other employees.

# Equalities & Diversity

To work within the Council’s Equalities and Diversity Policy, embracing through personal example, open commitment and clear action that diversity is positively valued, resulting in access for all by ensuring fair treatment in employment, service delivery and external communications.

# Customer Care

To continually review, develop and improve systems, processes and services in support of the Council’s pursuit of excellence in service delivery. To recognise the value of its people as a resource.

# Training and Development

To identify training and development needs with your manager, taking an active part in your Personal Development and Review Plan. To access development opportunities as they arise and share learning with others and where appropriate, actively encourage a learning environment and development within others.

# Policy

To work at all times within the established policies and practices of the Council, within the framework established by the Council Constitution and associated guidance.

**Information Governance**

Confidentiality is of prime importance.  In the normal course of duties, the post holder will have access to personal and or sensitive information relating to service users, staff and contractors, as well as information of a commercially sensitive nature.  Such information should not be communicated to anyone outside or inside the Council unless done in the normal course of carrying out the duties of the post.  Disciplinary action will be considered where a breach of confidence and or data breach has been established.

All information obtained or held during the post-holders period of employment that relates to the business of the Council and its service users and employees will remain the property of the Council.  Information may be subject to disclosure under relevant legislation.

To ensure information is shared safely and complies with information governance standards and associated legislation.