

Social Worker

Job Description

Directorate:	Adult Social Care		
Service:	CUCAP Intermediate Care Allocation Team		
Location:	Wyre – Thornton		
Salary range:	£35,235 - £39,513	Grade:	8
Reports to:	Service Manager	Staff responsible for:	N/A

Job purpose and scope

To provide a strength based, outcome focussed assessment service to all adults across community and hospital settings.

Performance Indicators

1. Service Delivery and Outcomes:

- Percentage of service users achieving independence and recovery goals.
- Feedback from service users, carers, and partner agencies on service quality and collaboration.

2. Professional Development and Team Contribution:

- Completion rate of mandatory training and continuous professional development activities.
- Contributions to team initiatives and feedback from team members on collaboration and support.

Accountabilities/Responsibilities

The post holder will be required to:

1. Provide a professional social work service, demonstrating a thorough knowledge and application of statutory social care responsibilities and duties as outlined in national legislation and guidance, and in accordance with organisational policies and procedures.
2. Contribute to service delivery that is strengths-based and outcome-focused, with an emphasis on promoting independence, enabling recovery, and safeguarding adults.
3. Work collaboratively with other professionals and agencies to address complex needs and achieve the most ideal outcomes for individuals and their carers, supporting their choice and independence.
4. Contribute to the provision of high-quality assessments and support plans for individuals, in consultation with the person and their carer.
5. Complete written reports and be prepared to effectively present information in a range of formats as required.

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6. Work collaboratively with health colleagues to ensure safe and timely discharges from hospital to the most appropriate service and setting for the individual, actively supporting their choice and independence.
7. Promote the creative and flexible use of personal budgets to appropriately meet the needs of those we support and their carers.
8. Communicate effectively with people, carers, other agencies, and professionals to support the delivery of a coordinated response to needs.
9. Manage and effectively prioritise a caseload.
10. Keep accurate records in relation to the contact and work undertaken, using electronic record systems (Liquid Logic) and other relevant ICT systems.
11. Contribute to effective team working and service development, and work with management to identify improvements that could enhance the efficiency and effectiveness of the Directorate.
12. Support and mentor newly qualified and/or less experienced staff and students.
13. Undertake continuous professional development, including the completion of all mandatory e-learning and formal training as set out within the Adult Social Care Training Plan.
14. Maintain your own emotional resilience and professional wellbeing while developing practice competence and confidence.
15. Participate in a duty system, which involves the need to work flexibly and respond to urgent situations where necessary.
16. Undertake additional duties as deemed appropriate by the team manager.

The post holder is expected to carry out their duties and responsibilities in accordance with the County Council's Policies and Procedures and the Directorate's Statement of Principles and Standards of Conduct.

Other

- **Equal Opportunities**

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

- **Health and safety**

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

- **Customer Focused**

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

- **Safeguarding Commitment**

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.

- **Skills Pledge**

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We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and numeracy if they do not have one already.

Our Values

We expect all our employees to demonstrate and promote our values:

- **Supportive**
We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.
- **Innovative**
We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.
- **Respectful**
We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.
- **Collaborative**
We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

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Person Specification

All the following requirements are essential unless otherwise indicated by *

Your ability to meet the job requirements will initially be assessed by the information provided on your application but further assessment will be undertaken at interview and, in some cases, by using other types of assessment(s).

Qualifications

- SW, CSS, DipSW or Social Work Degree
- Current Social Work England registration

Experience

- Accepting referrals.
- Gathering information
- Assessing the needs of individuals and their families.
- Work in a Social Services Directorate or other Statutory or Voluntary Agency.
- Managing a caseload
- Determining priorities.
- Working as a member of a team.

Essential knowledge, skills & abilities

- Knowledge of legislation relating to general social work practice
- Experience in assessing and analysing need and risk and planning care with individuals
- Experience in working effectively with other agencies and professionals.
- Working understanding of relevant legislation and its application and ability to work within legal framework and accountability
- IT literate, experience in using manual and computer systems for record keeping.
- Negotiating and networking with a range of professionals.
- Numerate and able to contribute to the management of budgets and resources.
- Organisational skills, able to prioritise and manage a case load and work independently under pressure
- A demonstrable understanding and acceptance of the principles underlying equal opportunities and diversity and a commitment to achieving these.
- Effective written and oral communication skills appropriate to the situation
- A commitment to improving practice standards and personal competencies through continuous professional development and use of supervision and appraisal to improve personal performance.
- To have the ability to value diversity and work across cultures.
- Ability to influence others based on technical or professional expertise.
- Ability to informally train and mentor less experienced staff.

Other essential requirements

- Commitment to equality and diversity.

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- Commitment to health and safety.
- Display the LCC values and behaviours at all times and actively promote them in others.
- This is an essential car user post*
You will be required to provide a car for use in connection with the duties of this post and must be insured for business use. In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive