

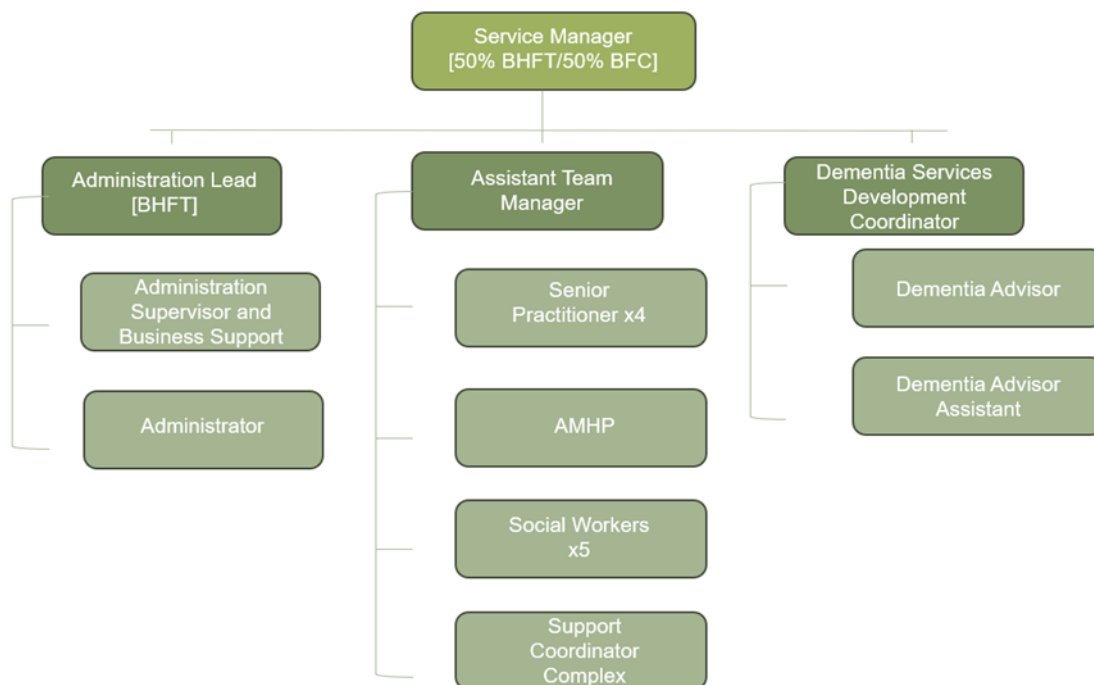
JOB DESCRIPTION

Job Title:	Senior Social Worker		
Directorate:	People	Salary:	£46,731 - £49,764 plus £706 London Weighting & £963 ECU
Section:	CMHTOA	Grade:	BG-E (SCP 37 - 40)
Location:	Church Hill House	Work Style:	Flexible

Key Objectives of the role

- To work as a Senior Social Worker as part of a multi-disciplinary team.
- To provide support to older people with diagnosed memory problems who are in need of social care because of their mental health and/or memory problems.
- The role is to coordinate the identification of those needs and develop support plans to meet those needs within the personal budget available, maximising choice, control and independence.
- To ensure that the social care needs of people are met, within the eligibility criteria of the department, by working in partnership with people who use the service, their carers, professionals and other agencies and service providers.
- To connect people and their families to their community/social network enabling them to live within their own communities, have a timely discharge from hospital, avoid unnecessary hospital admission and reduce dependence on long term care.
- To support in delivering and maintaining high standards of performance ensuring continuous development and supporting people to fulfil their roles to maximum effectiveness within allocated resources.

Designation of post and position within departmental structure



Daily and monthly responsibilities

- To apply a strength-based approach to connect people to their community/social network and problem solve together.
- Work with people, including advocates and carers, to develop person-centred strength-based plans designed to meet needs in ways that maximises independence, choice and control, and are legal and affordable.
- To act in the best interest of an individual who lacks mental capacity, using the principles defined in the Mental Capacity Act (2005) to maintain their safety until a time that capacity returns, or alternative arrangements are made.
- To work within the legislative framework, national and local policy and within the philosophy of social work practice.
- To participate in the Duty Safeguarding Manager rota, ensuring timely and effective safeguarding assessments and planning.
- To carry a caseload of a volume and complexity as designated by the supervisor.

- Prepare reports for legal proceedings such as applications for Court of Protection.
- To be responsible for the training of relevant staff and students to enable them to keep up to date with and develop best practice.
- To provide leadership, supervisory role and to act as a role model for the experienced social work team.
- Take an active role in your own supervision and appraisal and to supervise and appraise allocated staff in accordance with the departmental supervision policy and council's appraisal policy.
- To be professionally accountable for all aspects of your work and provide appropriate levels of support and challenge to designated staff, enabling continuous professional development; up-to-date, evidence-based practice; attendance at all mandatory training and specialist training where appropriate.
- To take a departmental or team lead within a specified area of work as required.

Scope of role

You will be required to work autonomously but also work as part of a multi-disciplinary team.

The Community Mental Health Team for Older Adults is busy, requiring a timely response to requests for services. However, you will be given time to meet the demands of the service as part of a supportive team.

You will have the opportunity to reflect and solve problems and develop your practice

All employees have a responsibility for safeguarding and promoting independence.

Failure to carry out this role appropriately will place people at risk of harm, and the Council at reputational risk, and risk of litigation.

Commitment to the Council's Equal Opportunities policy at all times

Commitment to working within the bounds of the Data Protection Act and GDPR legislation at all times.

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only

PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
Skills and qualifications	<p>Registered with professional body Social Work England</p> <p>Safeguarding level 3</p> <p>A minimum 2 years' post qualifying experience as a social worker</p>	<p>BIA qualified.</p> <p>Management / Supervision training.</p> <p>Coaching / Counselling.</p> <p>Practice Educator.</p>
Competence Summary (Knowledge, abilities, skills, experience)	<p>Understanding of and commitment to the requirements of safeguarding children, young people, vulnerable adults and promoting their welfare.</p> <p>Knowledge of the relevant legislative framework and national policies.</p> <p>Skill and experience in working with older adults with mental illness and memory problems.</p> <p>Commitment to person-centred strength-based values, and knowledge of how to translate into practice.</p> <p>Ability to communicate effectively with a wide range of people in a wide range of circumstances.</p> <p>Empathic and respectful of diversity.</p> <p>IT skills: - Social Care Record, Word, and email.</p> <p>Excellent report-writing skills.</p> <p>Ability to prioritise and organise workload.</p>	<p>Court experience.</p> <p>Experience of supervising staff.</p> <p>Use of Microsoft Excel.</p> <p>Use of health database; RIO</p>
Work-related Personal Requirements	<p>The post holder must hold a full UK driving licence (or valid equivalent). Non-UK licences must be converted to UK licences in the first six months of employment.</p> <p>Use of a vehicle and appropriate licence for business purpose.</p>	

Other Work Requirements	<p>A satisfactory enhanced Disclosure and Barring Service check</p> <p>The ability to converse easily with members of the public and respond effectively to questions in spoken English</p> <p>This post is exempt from the Rehabilitation of Offenders Act 1974</p>
Role models and demonstrates the Council's values and behaviours	<p>Our values define who we are. They outline what is important to us. They influence the way we work with each other – and the way we serve our residents and engage with our communities.</p> <p>We make our values real by demonstrating them in how we behave every day.</p>

All staff should hold a duty and commitment to observing the Council's Equality & Dignity at Work policy at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and Council policies/procedures.

