

## JOB DESCRIPTION

<b>POST TITLE:</b>	Social Worker
<b>GRADE:</b>	10
<b>DIVISION / UNIT:</b>	Children's and Adults Services
<b>DEPARTMENT:</b>	Adult Services
<b>REPORTS TO:</b>	Team Manager

### PURPOSE OF THE JOB

To provide high quality, comprehensive, integrated, strength based and person centred social work within Southwark's Practice Framework. To provide a service promoting citizens' rights to independence, choice and control whilst working in partnership to improve their wellbeing.

To offer excellent social work practice, including assessing need, support planning and working purposefully with individuals, their families, support networks and allied professionals to safeguard Adults and their carers to prevent harm whilst promoting positive outcomes. To provide a person centred social work service that meets adults at their point of need within statutory guidelines.

### PRINCIPAL ACCOUNTABILITIES

1. Engage with, inform, and adapt to changing contexts that shape practice. Operate effectively within own organisational frameworks and contribute to the development of services and organisations. Operate effectively within multi-agency and inter-professional settings.
2. To be responsible for the day to day interpretation and implementation of statutory and departmental policy in the provision of casework and, if appropriate group work or other social work service, to individuals, families and other groups.
3. Use judgement and authority to intervene with individuals, families and communities to promote independence, provide support and prevent harm, neglect and abuse.
4. Ensure those accessing the service, including families and carers, are at the centre of decision making over their support arrangements and that opportunities for choice and control are optimised and reflected in their assessments and reviews.

5. Maintain the Directorate's records by recording assessments and other data accordingly ensuring that all data entered meets the relevant and stated levels of accuracy, quality and timeliness required.
6. To keep up to date with changes in legislation and developments within social work. To advance human rights and promote social justice and economic wellbeing through social work practice.
7. To assess the implications of change on people and to proactively advocate for personalisation and people's choice and control over their own support needs.
8. To recognise diversity and apply anti-discriminatory and anti-oppressive principles. To challenge appropriately when discrimination is in evidence.
9. To work across agencies and professional boundaries to ensure a whole systems approach to assessment and assisting people to manage their ongoing support needs.
10. To assist in the mentoring/supervision of students undertaking professional training assigned to the work area.
11. To have an understanding of the theory of Social Work and be able to critically reflect and analyse, to provide a rationale for professional decision-making.
12. To ensure that any information or signposting is clear and consistent with policy and to be shared with person in need and family members as appropriate. To be able to proactively engage the person with what the next steps are on the customer journey.

## JOB CONTEXT

Southwark council is committed to supporting vulnerable adults to achieve independence and social inclusion via personal budgets, self-directed support, and provision of suitable accommodation. The post holder is expected to provide a proactive approach which encompasses these goals and sets out to achieve these aims.

The post holder will be expected to expand their specialist knowledge and skill relating to:

- Assessment and Support Planning
- Safeguarding / Risk Assessments
- Resources and procedures
- Identification of continuing healthcare needs
- Identification of Mental Capacity, Safeguarding, DOLS (LPS) and complex family issues
- Multi-agency working

## Contacts

To be in contact with officers of the Social Services, Health and other departments including Law and Administration, representatives from statutory and independent agencies and local

community group, including groups representing the black and ethnic communities. Contact would involve: joint working, problem solving, developing and maintaining information links.

### **Grade/Conditions of Service**

Grade 10.

### **General**

The post holder is required to carry out duties and responsibilities of the post in accordance with the Council's policies and procedures and standing orders.

### **Health & Safety**

The post holder is required to carry out duties and responsibilities in accordance with the Council's Health and Safety Policy, and Health and Safety legislation.

### **Regulatory Activities**

This post requires **ENHANCED** DBS clearance.

The employment is subject to a probationary period of twenty six weeks from your start date of employment with Southwark Council, during which time you will be required to demonstrate to the council's satisfaction your suitability for the position in which you are employed.

## PERSON SPECIFICATION

The person specification is a picture of skills, knowledge and experience required to carry out the job.

	Essential (E)	How assessed (S/I/T)
<b>Knowledge, including educational qualifications:</b>		
1. Qualified Social Worker with Social Work England Registration and evidence of continued professional development	E	S
2. Knowledge of legislation relevant to working in adult social care; including an appreciation and understanding of current issues in social work practice, social sciences and theory	E	S/I
3. Knowledge of strength based practice and other relevant practice models.	E	S/I
4. Knowledge and awareness of issues relating to communities from diverse backgrounds and being familiar with the problems of patterns of deprivation	E	I
5. Qualified Approved Mental Health Professional (AMHP) / Approved Mental Capacity Professional (AMCP) or Best Interest Assessor (BIA) or willingness to train	D	S
<b>Experience:</b>		
6. Experience of assessing/reviewing adult citizen's needs.	E	S/I
7. Experience of Working effectively in a multi-disciplinary team and with multiple agencies	E	I
8. Experience of working with adults to enable them to achieve their outcomes and maximise their independence	E	I
9. Experience of exercising professional curiosity when assessing need or safeguarding the interests of adult citizens.	E	I
<b>Aptitudes, Skills &amp; Competencies:</b>		
10. Ability to effectively and creatively case manage complex clients, including the ability to assess social care risks and provide risk management plans.	E	I
11. Computer literacy skills at a level to maintain case records within information management systems and produce high quality assessments, reviews and reports	E	I/T

12. Ability to undertake safeguarding adult's enquiries and formulate safeguarding plans that are person centred and outcome focussed.	E	I
13. Ability to identify, face, adapt and overcome challenges through the use of professional resilience.	E	I
14. Proven organisational and time management skills; including the ability to balance and prioritise a workload, responding to changing priorities and deadlines	E	I/T
15. Ability to understand and use the supervisory process and reflective practice	E	I/T
<b>Special Conditions of Recruitment:</b>		
<p>Comply with and promote the Council's Equal opportunities policy          Must hold a recognised social work qualification.          Must have a current registration with Social Work England.          A satisfactory Disclosure and Barring Service (DBS) check at an enhanced level.          Occasional requirements to work evenings and weekend.</p>		

**Key:**

<b>E</b>	Essential	<b>S</b>	Shortlisting criteria
<b>D</b>	Desirable	<b>I</b>	evaluated at interview
		<b>T</b>	Subject to test