



## **Newly Qualified Social Worker**

<b>Salary:</b>	£37,035 - £39,513
<b>Pay Band:</b>	NNCBAND06
<b>Working Hours:</b>	37 hours per week
<b>Service Area:</b>	Adult Social Care
<b>Responsible to:</b>	Principal Social Worker/Principal Care Manager

### **Main Purpose**

With support from your line manager and assessor, provide social work to people to maximise their independence and work towards their goals. Work in line with the Adult Social Care (ASC) duties and powers under legislation and in accordance with the Council's policies, procedures, guidelines, and the standards for all social workers registered with Social Work England. Work towards successfully completing the Assessed and Supported Year in Employment.

### **Role Responsibilities**

- Manage, with support from line manager and Practice Assessor, and be accountable for an allocated caseload, in line with expectations of a Newly Qualified Social Worker, in compliance with statutory requirements, local policy and procedures, professional best practice, and with regard for individual choice.
- Adhere to the relevant statutory and regulatory frameworks, the Social Work standards and maintain your registration with Social Work England.
- Complete strengths-based assessments with people (including risk assessments) using the 3 Conversation Model and in line with eligibility criteria.

Working with a strengths-based approach ensure that the person is fully involved with and at the centre of their assessment. Value and encourage the contribution of their advocates, relatives, carers, and support workers where appropriate

- Participate proactively in supervision, reflecting on your practice and working with your supervisor to develop your practice.
- Working in partnership with people, develop individualised, outcomes-led, personalised support, based on evidenced, individual assessments that inform the setting up and commissioning of appropriate packages of support.

This will include work alongside Brokerage Officers to procure support plans including equipment and adaptations

- Operating within a multidisciplinary environment, and with support from line manager/assessor, provide appropriate, professional social work support for adults with additional care and support needs within the framework of the seven social care outcomes, adhering to the principles of the Care Act (2014), Mental Capacity Act (2005) and Mental Health Act (1983; 2007).

Produce and maintain accurate, and timely, records and reports.

- This will include up to date records of communication, decisions, actions, and outcomes related to cases, as well as maintaining and presenting records for court and audit purposes in accordance with relevant policies, procedures, and legislation.

Take responsibility for the administrative processes in accordance with service procedures, standards and targets.

- Assist with monitoring, and evaluating, the effectiveness of the service and contribute to the

development of service improvements through participation team meetings, supervision, training, conferences, and other forums.

- With appropriate support, liaise with, establish and maintain effective working relationships with other local services, specialist teams, Hospital Trusts, and the 3rd sector organisations relevant to the needs of the person with whom you're working in order to deliver a holistic and seamless service.
- Work towards and complete the portfolios required to complete the Assessed and Supported Year in Employment.

*Carry out any other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post.*

### **Safeguarding Commitment**

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.



## Person Specification - Newly Qualified Social Worker

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>Education and Qualifications</b>	Degree or equivalent in Social Work/CQSW/ DipSW.  Registered Social Worker With Social Work England (SWE).	
<b>Experience and Knowledge</b>	<p>Knowledge of relevant legislation appropriate to working with adults with support needs.</p> <p>Understanding forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk, and resistance, and apply to practice.</p> <p>Understanding of and ability to learn about the range of theories and models for social work intervention with individuals, families, groups and communities.</p> <p>Acknowledgment of the centrality of relationships for people and the key concepts of attachment, separation, loss, change and resilience.</p> <p>Application of appropriate legal frameworks and guidance that inform and mandate social work practice during student placement or elsewhere.</p> <p>Understanding and using knowledge relating to your area of practice, including critical awareness of current issues and new evidence-based research.</p> <p>Some experience working with groups of people, for example older people, people with a learning disability, mental health issue, physical disability or those transitioning to adulthood, during a student placement or elsewhere.</p> <p>Some experience of using assessment procedures proportionately, and professional curiosity and judgement to reach conclusions about a situation.</p> <p>Clearly &amp; accurately reporting and</p>	



ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
	recording analysis and judgements.  Some ability to assess risk, recognise accountability in decision making and seek management support as appropriate.	
<b>Ability and Skills</b>	The ability to effectively use IT systems appropriate to the job requirements.  Managing workload with support from manager/assessor, seeking support and working together to identify solutions for workload difficulties.  Engaging effectively with people in complex situations, both short term and building relationships over time.  Ability to independently travel between working locations.	

### Equal Opportunities

Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs.

### Safeguarding

Demonstrate an understanding of the safe working practices that apply to this role.

Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.

### Health & Safety

Ensure that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons, and to comply with the policies and procedures relating to health and safety within the department.

### Disclosure Level

What disclosure level is required for this post?			
<input type="checkbox"/> None	<input type="checkbox"/> Standard	<input type="checkbox"/> Enhanced	<input checked="" type="checkbox"/> Enhanced with barred list checks

## Our Values and Behaviours

Our values define who we are and how we operate, by forming the foundation for how we interact with our customers, colleagues and provide our services. They are also at the forefront of our decision making and delivery and include:



## Our Key Commitments

Our key commitments help ensure that the priorities we make, now and in the future, maintain the necessary breadth of focus in those areas that we believe matter most.

Our key commitments are:

- **Active, fulfilled lives:** We will help people live healthier, more active, independent and fulfilled lives.
- **Better, brighter futures:** We will care for our young people, providing them with a high-quality education and opportunities to help them flourish.
- **Safe and thriving places:** We will enable a thriving and successful economy that shapes great places to live, learn, work and visit.
- **Green, sustainable environment:** We will take a lead on improving the green environment, making the area more sustainable for generations to come.
- **Connected communities:** We will ensure our communities are connected with one another, so they are able to shape their lives and the areas where they live.
- **Modern public services:** We will provide efficient, effective and affordable services that make a real difference to all our local communities.

## Why choose us?

We offer a fantastic working environment including diverse and active staff networks, great flexible working opportunities and well as many other benefits, you will:

- Receive a generous annual leave allowance.
- Have access to our Employee Assistance Programme which offers a confidential service for employees and their families 24 hours a day / 7 days a week. The programme provides expert advice and counselling in areas such as finances, family and personal problems, work issues, health related problems, childcare and consumer rights.
- Join the Local Government Pension Scheme (LGPS), which is a tax approved occupational pension scheme with a generous employer contribution rate, immediate life cover and ill-health protection. Benefits are based on the length of your membership and final salary.

We are proud to be a recognised Disability Confident Employer and is committed to providing an inclusive recruitment process and will offer an interview to disabled applicants who meet the essential criteria for the role.

