

## Job Description

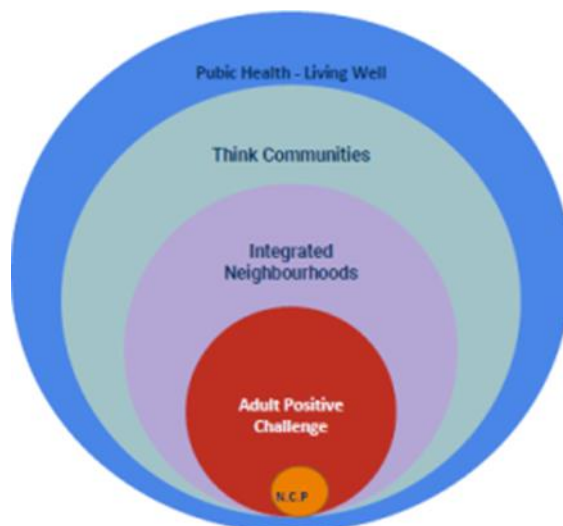
Job Title: **Social Worker**  
**Mental Health - Adult Social Care and Older People's Services**

Grade: **P1**

### Overall purpose of the job

Cambridgeshire County Council adopts an approach to social work and social care that is strengths and assets based, proactive, preventative and personalised. This is called the Adults Positive Challenge Programme. The vision for Adult Social Care is **“People are supported to remain as independent as possible in and by their communities”**. What this means is:

- ✓ A more localised approach to supporting citizens, where people feel connected and able to help themselves and each other
- ✓ Focusing on early intervention and prevention, and maximising people's independence and interaction
- ✓ Delivering services for the future in an efficient and affordable way



This role is key to achieving the aspirations of Cambridgeshire to enable people to exert choice and control and ultimately to live healthy, fulfilled, socially engaged and independent lives. It provides a great opportunity to have a positive influence on the lives of our service users and carers.

This way of working enables professionals to spend more time with service users and carers, talking to them about their lives and what will make a difference to them, and using knowledge of the local community and council and partner information sources, their personal networks, and providers to help them access new opportunities which will support them to maintain their independence as far as possible.

Social Workers will endorse and act in accordance with the principles of personalisation, ensuring that care and support are person-centred and as far as possible put the people with whom they work in control of their lives. In doing so they will carry out assessments of need, plan and deliver services and review outcomes with the individual, their personal networks and support providers.

## Main accountabilities

Main accountabilities	
1.	<p><b>Safeguarding and response to need</b></p> <ol style="list-style-type: none"> <li>1. Provide professional leadership for complex case arrangements, in situations which involve, risk, complexity and safety of the service user and others.</li> <li>2. Identifying through assessment the needs and strengths of service users and/or family carers and source appropriate solutions and interventions.</li> <li>3. Use analytical skills to inform assessment, decision making and intervention.</li> <li>4. Complete support planning with services users to ensure that outcomes identified at assessment are met within budgetary constraints through the provision of support, equipment, adaptations and enabling programmes.</li> <li>5. Identify and take a professional lead on adult safeguarding issues where abuse or neglect is suspected.</li> <li>6. Take a professional lead and oversee cases of individuals who lack capacity to agree to or plan their care, undertake proportionate assessment in accordance with current Adult Social Care legislation including MCA and best interest assessments.</li> <li>7. To provide more specialist social work practice skills and knowledge to make independent decisions and support situations in which risk, ambiguity or complexity is greatest.</li> <li>8. To act as the lead professional to services users and their carers and families to enable them to retain, as far as possible, choice and control of their lives.</li> <li>9. To provide written and verbal reports, appropriate for courts and other legal purposes, which are concise, informative and based on complex evidence to support problem solving and resolution.</li> <li>10. Support in safeguarding process to assess and manage risk, knowing how to intervene proportionately and ensuring people are protecting from harm, while protecting their human rights</li> <li>11. Assess and manage risk, knowing how to intervene proportionately and ensuring people are protected from harm, whilst protecting their human rights.</li> </ol>
2.	<p><b>Partnership Working</b></p> <ol style="list-style-type: none"> <li>1. Represent Cambridgeshire County Council at a community level and by working jointly with key partner agencies to enable independence and source appropriate solutions for service users.</li> </ol>

	<ol style="list-style-type: none"> <li>2. To contribute to the development of integrated services and policy and to promote new ways of developing service user care, taking account of resource constraints and national initiatives.</li> </ol>
<ol style="list-style-type: none"> <li>3.</li> </ol>	<p><b>Professional Development</b></p> <ol style="list-style-type: none"> <li>1. Maintain and update knowledge regarding social policy and social work practice and be fully informed of organisational policy and procedures and relevant legislation, acting as a resource for the team and helping to develop others.</li> <li>2. To take a key role in promoting and developing service user empowerment, and recognise diversity and anti-discriminatory practice in all professional practice in the team.</li> <li>3. To take responsibility for own professional development and record CPD</li> <li>4. Share knowledge and expertise with peers to support the development of a confident and skilled workforce.</li> </ol>
<ol style="list-style-type: none"> <li>4.</li> </ol>	<p><b>Professional Values, Behaviours and Standards</b></p> <ol style="list-style-type: none"> <li>1. Carry out duties in a timely and responsive manner, in line with Social Work England Standards, the Professional Capability Framework and CCC's behaviours – working together, integrity, respect at work, excellence.</li> <li>2. Keep and maintain accurate service user records, in line with professional requirements and departmental recording methods.</li> <li>3. Is an ambassador for the profession internally and externally.</li> </ol>

## Person Specification

### Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
Degree level qualification – Social Care	Recognised Social Worker qualification Relevant specialist post qualifying and or post graduate training	<b>E</b>
	Current Social Work England registration	<b>E</b>
	Actively undertake a specialist role e.g., Practice Educator or AMHP or agreement to undertake within the first year.	<b>E</b>
	Approved Mental Health Professional	<b>D</b>
	Best Interest Assessor (BIA)	<b>D</b>

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential/ Desirable
<b>Knowledge</b>		
	<p>Proven knowledge, experience and understanding of needs of adults with care and support needs including environmental factors and risk and protective factors.</p> <p>Proven previous experience of summarising, analysing and evaluating complex information.</p> <p>Knowledge of relevant safeguarding legislation, statutory guidance and procedures.</p> <p>Knowledge of the personalisation agenda – applying creative problem solving to maximise independence.</p> <p>Knowledge and awareness of issues relating to communities from different racial and cultural backgrounds and Equal Opportunities.</p>	<b>E</b>
<b>Skills</b>		
	<p>Ability to write concise reports and have excellent verbal communication skills.</p> <p>Ability to create a rapport and build relationships with clients and their families.</p> <p>Ability to prioritise tasks, manage own workload and be accountable for case work.</p>	<b>E</b>

<p>Able to work with a person centred, strengths based approach.</p> <p>Ability to operate in a fast pace, changing environment.</p> <p>Ability to actively support and promote Equal Opportunities.</p> <p>To be able to thrive in a complex and demanding environment.</p> <p>Excellent communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner.</p> <p>Ability to formulate and implement effective social work interventions focused on outcomes.</p> <p>Ability to lead and direct team members regarding professional practice and social work interventions.</p> <p>Excellent IT skills and ability to use a variety of IT devices, systems and databases.</p> <p>Ability to work from a variety of locations and travel countywide.</p>	
<p><b>Experience</b></p>	
<p>Experience of working as part of a multi-disciplinary team.</p> <p>Experience of identifying and assessing need, formulating and implementing effective social work interventions.</p> <p>Experience of using information management systems to produce good quality data in a variety of formats.</p> <p>Experience of negotiating to reach a resolution.</p> <p>Experience of successfully effecting change.</p> <p>Broad range of experience in multi-agency working.</p>	<p><b>E</b></p>