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| **Adult social worker****SALARY GRADE: HBC 8** | Halton Borough Council resourcing@halton.gov.uk |
| Working at Halton |
| All our colleagues at Halton have made a positive commitment to delivering great outcomes for our communities. Whoever joins us will share that passion for outstanding service, and strongly align with the values which define our workplace culture: * Working Together – building fantastic relationships with colleagues and customers
* Continuous Improvement – Keeping great service delivery at the heart of everything we do
* Personal Growth – Learning, growing and developing ourselves
* Accountability – doing what we say we are going to do
* Inspiring Leadership – positive roles models and leading by example

*To read more about our values, click* [*HERE*](https://haltoncouncilcareers.co.uk/values/)**We are immensely proud that when asked what’s great about working for Halton, the most popular response from our workforce has been ‘*our colleagues’*.**Aside from working with a great team, our employees have access to a fantastic range of benefits, including:* A generous annual holiday allowance starting at 34 days per year (including bank holidays), increasing with long service
* Membership of our defined benefit, salary-linked pension scheme with generous Employer Contributions
* 3 x Salary Life Cover via Local Government Pension Scheme
* Investment in your personal development
* Free Car Parking at HBC sites
* Flexible / hybrid working arrangements available
* Car leasing schemes
* Essential Monthly Car User Allowance\*

*For further information about all the benefits we offer, please click* [*HERE*](https://haltoncouncilcareers.co.uk/benefits/)*.* |
| About the Job  |
| Within the framework of legislation, agreed policies and procedures work with, or on behalf of, individuals and families, to assist them to resolve their personal problems and adjust to, or change their social environment to improve quality of life. By the end of the Assessed and Supported Year in Employment consistently demonstrate practice in a wider range of tasks and roles, be more effective in interventions, thus building confidence and earning the confidence of others. More specific responsibilities include:* Successfully complete the Assessed and Supported Year in Employment (ASYE\*) by participating in the designated programme of learning, training and associated work experience as outlined for newly qualified social workers undertaking the ASYE\* (\*Or equivalent, subject to programme change.)
* Assess the need for social work services including the identification of risk and the need for protection determining the method of intervention to manage and minimise risk.
* Decide or advise on the use of appropriate social care and/or other services and resources.
* Liaise and negotiate with other professionals, statutory and voluntary agencies to gather information relevant to assessment and planning activities and ensure the best possible service is provided for service users.
* Under clear supervision manage an allocated workload deemed suitable for a newly qualified social worker within individual and council priorities and policies.
* Comply with the statutory obligations of the council.
* Maintain and update appropriate records of work undertaken and carry out required administrative procedures within the designated timescales.
* Together with an appropriately experienced social worker, work to a range of legal options to support assessment and protection and give evidence in court if required in relation to care proceedings.
* Prepare for, and attend supervision sessions, staff meetings and events and make use of all available training and developmental opportunities.
* Contribute to the evaluation and development of services and new ideas by sharing knowledge about theory, skills and practice with other social care staff, professional groups and interested bodies.
* Undertake any other duties and responsibilities as may be assigned from time to time, which are commensurate with the grade of the job.
* Note: All newly qualified social workers must undertake the Assessed and Supported Year in Employment (ASYE\*) in their first year of employment with Halton Borough Council. The contract of employment will state that it is a requirement of the NQSW to successfully complete their ASYE\* Programme to remain eligible for employment. Failure to successfully complete the programme will result in employment being automatically terminated by reason of failing to comply with contractual obligations.
* Applicants should note that the successful candidate will be asked to apply for an Enhanced Disclosure. Further information about the disclosure scheme can be found at WWW.disclosure@gov.uk
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| About You |
| BA in Social Work or equivalent; Registered with Social Work England (or ability to be registered if newly qualified); Newly Qualified Social Worker – commitment to work towards ASYE; Commitment to progress to IPP programme (following ASYE)In addition you will have:* Work within an adults’ social care setting
* Completing assessments and devising care packages.
* Knowledge of current initiatives and developments in services for adults (locally and nationally)
* Knowledge of relevant legislation and national policies such as the Care Act, Mental Capacity Act, Mental Health Act and Code of Practice and human rights and equality statute.
* Able to work effectively with adults who access support, and their carers.
* Able to manage and organise own workload.
* Able to be flexible and innovative.
* A commitment to working in a multi-disciplinary environment.
* Clear record keeping and report writing.
* Experience of social care IT solutions.
* Knowledge of personalised approaches to safeguarding adults.
* Commitment to supervision, critical reflection and analysis.
* An enthusiastic and dedicated team member
* Ability to work outside of normal working hours if required.
* Awareness of Equality and Equal Opportunities and the ability to demonstrate this within a work environment and commitment to challenge discrimination.
* Commitment to promote the best interest of the adult and their family/carers.

As this role involves regular travel across the borough and sometimes further afield, a driving license and access to a vehicle are essential requirements. Where appropriate, reasonable adjustments will be made in accordance with the provisions of the Equality Act.The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff, workers and volunteers to share its commitment. |
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