

Job Description

Job Title	Social Worker
Grade	PO2
Reporting To	Team Manager/ Advanced Practitioner
JD Ref	PC0221P

Purpose

Responsible for supporting the delivery of health and social care functions for adults/carers for the people of Wirral. A key role in supporting the delivery of the Personalisation and Inclusion Pathways for Adults and Carers ensuring legal framework of the Care Act 2014, strength and assetbased practice, personalisation and social inclusion is embedded and applied effectively. Assessing, accessing, and implementing a range of social care services, and providing guidance/advice and information for adults with acute or increasingly complex long term physical health, mental health needs and for older people and carers.

Main Duties And Responsibilities

Behavioural:

- Enjoy, achieve, create impact, and thrive in the role and organisation.

Adult Social Care specific duties & responsibilities:

- Work as part of an integrated and supportive team, planning, monitoring and evaluating work with the Multi-Disciplinary (MDT).
- Carry out needs led assessments, work of a complex nature, care and support planning and reviews, and, where appropriate, initiate a multi-disciplinary assessment.
- Provide social work support to individual adults and their carers and families, and involve them in all planning and actions taken, helping to signpost/refer on (where appropriate) and/or develop social resilience, the role also focuses on prevention of admission to acute hospitals.
- Undertake enquiries with adults experiencing or at risk of abuse or neglect in line with the Care Act (2014) and interagency Adult Safeguarding Policies and Procedures, ensuring a swift and personalised safeguarding response proportionate to improve the outcomes for the people concerned.

Communication, Engagement and Training:

- Communicate complex assessment information including care and support planning and risk factors, to individual stakeholders, using a variety of methods, including Information & Computer Technology as appropriate and in line with Information Governance. Communicate sensitive issues in a skilled and appropriate manner and address any barriers to participation and understanding.

- Participate within community forums and initiatives and to utilise these experiences to promote positive social work, particularly Older Adult, Physical and Mental Health Social Care whilst developing practitioner experience and leadership skills.
- Organise and chair multi-disciplinary and strategy meetings and professional case conferences as required with the appropriate levels of support and guidance from senior staff. Articulating a wide range of information clearly, often in emotive situations. Responsibilities as participant/chair may include (but are not limited to) collating assessments from various agencies, ensuring relevant clinical, professional and legal documentation is available
- Challenge the social construction of stigma and disability of individuals who may experience older age, physical disability, sensory loss or mental ill health, and to act as an information and advice service to Individuals and Carers, other professionals and agencies on mental health related matters.
- Where appropriate, participate in the development and delivery of learning and educational materials for other staff/agencies/partners.

Data Analysis and Decision-Making:

- Submit funding applications, including representation to local commissioners, or regional panel in collaboration with health colleagues or other stakeholders.

Performance Management:

- Make timely appropriate responses to all work allocated, and to complete all work including recording within the agreed timescale in line with key performance indicators and quality standards.
- Take responsibility and accountability for own practice, and to positively support the practice, learning and development of others. Comply with social work supervisory and professional appraisal requirements supervisory/appraisal requirements.

Compliance:

- Adhere to and comply with all relevant corporate policies and procedures including Health & Safety, General Data Protection Regulations (GDPR), Corporate Governance and Code of Conduct.
- Work within Social Work England standards of registration, professional values and code of conduct, to provide social work input and support to adults/carers/families helping to promote self-determination, choice and autonomy.
- Operate and practice in line with the Professional Capabilities Framework (PCF) and in line with the social work professional regulatory body Standards of Conduct, Performance and Ethics, and to model these professional behaviours to others. Committed to professional development.
- Uphold the principles of wellbeing and ensure people can access their rights and entitlements including access to social care resources under a range of relevant statute and eligibility criteria including the Care Act (2014), when necessary, refer to the Mental Capacity Act (2005) and the Human Rights Act (1998).
- Ensure, where appropriate, that applications of appointee ships are made and/ or advocacy are engaged in accordance with need, rights and entitlements.



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Other:

- Any other duties commensurate with the grade.

Role Specific Knowledge, Experience And Skills

Qualifications

- Social Work qualification e.g. Degree in Social Work; Dip. SW or equivalent.
- Relevant post-qualifying modules for Critical Thinking and Reflective Practice module through higher education (or equivalent).
- Registered with Social Work England and able to evidence this.
- Evidence of continuing professional development (CPD) in line with PCF.

Knowledge & Skills

- Knowledge of legislation relevant to Adult Social Care and work within these legal frameworks: Care Act 2014, Mental Capacity Act 2005, Mental Health Act 1983, Equality Act 2010 and Human Rights Act 1998.
- Awareness of current practice issues and challenges facing Social Workers
- Understanding of confidentiality and data protection requirements.
- Demonstrate appropriate IT skills e.g. use of Microsoft Office etc.
- Able to communicate and engage with people in highly complex/challenging situations using a range of interventions effectively and the ability to reflect and evaluate practices.
- Able to communicate verbally and in writing with a diverse range of people including families and professionals.
- Able to demonstrate organisational skills and to manager competing demands. Insert essential criteria
- *Desirable – The ability to prepare statement or reports for court proceedings. This could include attendance in court.*
- *Desirable - Best Interest Assessor training.*
- *Desirable - Practice Educator award.*

Experience

- Completion of Assessed and Supported Year Experience plus 2 years' post experience.
- Able to demonstrate practice which supports the core social work values and principles.
- Proven experience of working with vulnerable adults and carers.
- Experience of completing safeguarding enquiries.
- Undertaking statutory duties and co-ordinating strategy meetings.
- Experience of working in partnership with individuals, families, carers colleagues and partner agencies both voluntary and public sector.
- Experience of arranging support plans and/or packages of care.
- Experience of working with adults with complex needs.
- Experience of multi-disciplinary working.



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Additional Information

Ability to travel across the Borough and work from various locations.

Work hybrid, with a flexible working approach to accommodate service needs.

Expected to work from a fixed location (subject to change).

On occasion, able to work outside traditional hours, of a weekend and evening as required, adopting a flexible working approach in response to business requirements.

Exercise emotional intelligence and demonstrate a developing emotional resilience in relation to the job role.

Health & Safety Considerations:

- Working shifts
- Working nights
- Lone working
- Work with VDUs (Video Display Unit) (>5hrs per week)
- Exposure to persons with challenging or aggressive behaviour

Approved By: Pippa Phillipson, Senior Manager Adult Social Care

Date Of Approval: 24th December 2024



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