

Social Worker

Service	Reporting to	Location	Grade
Adult Social Care	Team Manager	Salford Civic Centre	3C to 4A

About the role

Do you have a passion for working with adults? Supporting people, promoting independence and helping them achieve positive outcomes. Working collaboratively with Mental Health Services, District Nurses, GP's Hospital staff, Housing, Achieve and other partners, you'll play a key role in empowering and safeguarding vulnerable people in Salford.

- You will be a skilled, effective practitioner acting with considerable autonomy.
- You will work as part of a team with both your colleagues and partner organisations.
- You will have an in-depth knowledge of the relevant legislation, in particular the Care Act 2014 and Mental Capacity Act 2005
- You will be skilled in undertaking strengths based, outcomes focused social care assessments, person-centred support planning and reviews.
- You will promote social justice by working equitably and inclusively with all Salford's diverse communities.
- You will have the ability to communicate effectively and work as part of a multi-disciplinary team to achieve successful outcomes for Salford residents.
- You will be skilled in carrying out mental capacity assessments and holding best interest meetings.
- You will take a key role working with partners to safeguard individuals through the effective management of risk and the recording and sharing of information.
- At experienced level, you will need to demonstrate expert and effective practice in complex situations, assessing and managing higher levels of risk while promoting enablement and self-determination.
- You will need to network and liaise with a wide range of professionals and other colleagues, including at more senior levels.
- You will need to manage a caseload and offer expert opinion inside and outside the organisation.
- You will be responsible for carrying out social work duties, requiring the highest levels of skills, knowledge and professional expertise.



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Key responsibilities

Caseload management

- To undertake social care assessments and reviews that promote independence, improve well-being, and ensure outcomes are being met.
- To produce and agree a support plan, if required, with individuals and their carers/ families which acknowledges the strengths within their current situation and any additional support that will enable them to remain as independent as possible.
- To support individuals to identify and utilise their informal network of support.
- To develop knowledge of community led support, building relationships with service providers and voluntary groups to ensure there is support available for people to access and/ or purchase to meet their desired outcomes.
- To encourage individual choice and participation in service planning and to ensure that the person's needs are understood by service providers.
- To calculate personal budgets and explore Direct Payments as part of the assessment of need.
- To help resolve conflicts between individuals, carers and/ or services.
- To maintain clear, accurate, legible and up to date records, documenting how you have arrived at your decisions within specified timescales when required.
- To work closely with social care/ multi-disciplinary colleagues to support individuals in the community and seek appropriate support from these colleagues as required.
- To offer a timely and proportionate social work response.
- To respond to and make enquires into safeguarding concerns.
- To work to the principles of Making Safeguarding Personal and adhere to local and national safeguarding policies and procedures.

Organisational and Professional development

- To contribute to and participate in the general development of the team in which you are located.
- To contribute to the development of services that benefit people in Salford through specialised roles and project work.
- To undertake training courses that contribute to your professional development and meet the needs of the organisation, such as, Practice Educator and Best Interest Assessor.
- To contribute to the learning of others by supporting and mentoring students, newly qualified social workers, apprentices and other learners on the team.
- To undertake Continuous Professional Development (CPD) as required to maintain your Social Work England registration.
- To ensure your practice remains current by monitoring national updates and ensuring compliance with mandatory training.

Integrated Care



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- To play an effective role within Integrated Services, representing a social work perspective at multi-agency meetings.
- To attend multi-disciplinary meetings on the allocated caseload or duty as required by the Advanced Practitioner/ Team Manager. These include discharge planning meetings in hospitals, self-neglect meetings, safeguarding meetings.
- To recognise and value other disciplines and specialist perspectives and work positively with others, contributing to teamwork and collaborative support.
- Maintain an awareness of changing policy, political and professional contexts at local and national level and take account of these in the workplace.
- Explore, identify and communicate to leaders how organisational practice can improve to support better social work practice and outcomes.

General

- To participate in the duty rota providing advice, guidance and support to the community.
- To demonstrate Salford City Council's values of **Pride, Passion, People, Personal responsibility**.
- The post holder must carry out their duties with full regard to the organisation's policies and procedures.
- To work flexibly in the interest of the service. This may include undertaking other duties, providing that these are appropriate to the employee's background, skills and abilities. Where this occurs, there will be consultation with the employee and any necessary personal development will be considered.
- To carry out all duties with regard for confidentiality and data protection regulations.
- To work flexibly and outside of normal working times to meet the requirements of the post as required.
- To be responsible for your own health and safety and that of individuals and/ or carers by adhering to policies and procedures.

What we need from you

- To model and demonstrate our values and behaviours.
- Possession of a recognised Social Work or other qualification; Degree, CQSW, CSS, Dip SW or equivalent.
- You must hold a current registration with Social Work England.
- Experience of working with adults.
- You must clearly evidence an understanding of the principles and values underlying the Care Act 2014, Mental Capacity Act 2005 and other relevant legislation.
- You must clearly evidence an understanding of the integration agenda and the promotion of the independence (enablement) model of health and social care.
- You must demonstrate an understanding of strengths-based practice and an ability to demonstrate strengths-based principles.



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- Demonstrate a thorough understanding of personalisation and a person-centred approach.
- You must clearly demonstrate that you can maintain accurate records and communicate complex information clearly and concisely, both verbally and in written form.
- You must clearly demonstrate that you have a clear understanding of the social work role in a multi-disciplinary setting.
- You can evidence an innovative approach to the development of new methods of working to support people in the community.
- You must clearly evidence your ability to develop effective working relationships with service users and their carers, and show evidence of good assessment practice.
- Demonstrate the ability to develop effective working relationships with other professionals and colleagues.
- Possess skills of negotiation, mediation and de-escalation, seeking constructive approaches to problem solving.
- You can show knowledge of relevant Welfare Rights Legislation.
- Have a good standard of computer skills.
- You must have access to a reliable vehicle, hold a full UK driving licence and maintain appropriate motor insurance, that includes business-use cover, to undertake travel required for the role.

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including



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achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](#) website.



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A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea website](#).

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our organisation's values

We have four values: Pride, Passion, People, Personal responsibility.

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride

Passion

People

Personal responsibility

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.



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