

## Social Worker - Mental Health

Service	Reporting to	Location	Grade
Adult Social Care and Health Partnerships	John Fenby	Various	3C-4B

### About the role

- To undertake social care assessments and reviews that promote independence, improve well-being, and ensure outcomes are being met.
- To produce and agree a care and support plan, if required, with individuals and their carers/families which acknowledges the strengths within their current situation and any additional support which will enable them to remain as independent as possible.
- To encourage individual choice and participation in service planning and to ensure that the person's needs are understood by service providers.
- To help resolve conflicts between individuals, carers and/or services.
- 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 support individuals to identify and utilise their informal network of support.
- To calculate personal budgets and explore Direct Payments as part of the assessment of need.
- 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 work to the principles of Making Safeguarding Personal and adhere to local and national safeguarding policies and procedures.
- To respond to safeguarding concerns, and act as s.42 enquiry lead where this is in accordance with your role within the service.
- To adhere to the requirements of the Mental Capacity Act (2005), its related code of practice, and relevant case law in completing assessments of mental capacity and best interests.
- To adhere to the requirements of the Mental Health Act 1983 (as amended), its related code of practice and relevant case law.
- To exercise Mental Health Act functions in accordance with your role and as directed by the Team Manager/Advanced Practitioner. This may include assessing and reviewing individuals entitled to s.117, undertaking Mental Health Tribunal work and fulfilling the role of social supervisor for individuals subject to s.37/41 conditional discharge.
- To provide written and verbal evidence to Mental Health Tribunals and within other legal proceedings (e.g. Court of Protection) where directed by the Team Manager/Advanced Practitioner in accordance with your role within the service.
- To be willing to undertake AMHP training or if qualified to act as an AMHP on the duty rota in Salford.

## Other

- To demonstrate the values of Salford City Council and the Spirit of Salford
- The post holder must carry out their duties with full regard to 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

## Key outcomes

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- To play an effective role within Adult Social Care, representing a social work perspective at multi-agency meetings.
- To recognize 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.

## What we need from you

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- To demonstrate the Salford City values and the Spirit of Salford.
- To carry out your duties with full regard to all 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
- To contribute to and participate in the general development of the team in which you are located.
- To participate in regular formal supervision and shared appraisal of work performance.
- To undertake training courses that contribute to your professional development and meet the needs of the organisation such as, Practice Educator, AMHP and Best Interest Assessor training.
- To contribute to the learning of others by providing support to other staff members within the team. This may involve the training and supervision of students.
- To undertake continuous professional development as required to maintain your Social Work England registration and approval as an AMHP if qualified.
- To ensure your practice remains current by monitoring national updates and ensuring compliance with mandatory training.

## What we can offer you

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

## 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

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

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Salford City Council

[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

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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.

### Role details

Completed by:

Date:

Job code:

Job score:

Date of evaluation:

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