

Job Profile and Working for Stockport

Stockport
team
ambition
respect



Stockport

to keep the people of Stockport at the heart of what we do.

Team

to succeed as a team, collaborating with colleagues and partners.

Ambition

to drive things forward with ambition, creativity and confidence.

Respect

to value and respect our colleagues, partners and customers.

About the Job

Role:

Experienced Adult Mental Health and Autism Social Worker

Service Area:

Mental Health

Directorate:

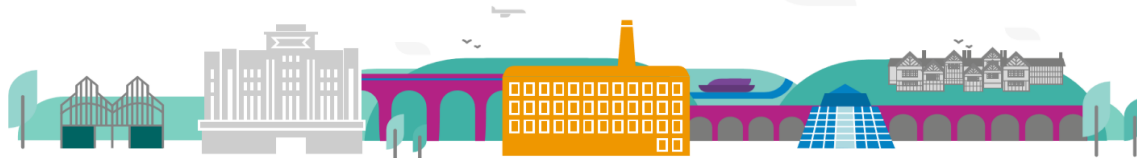
Services to People - Adults

Salary Grade:

S03



STOCKPORT
METROPOLITAN BOROUGH COUNCIL



About the Job

Main Purpose of the Job

The post holder will be accountable on a day to day basis to the Team Manager, who will allocate, monitor and review all work through regular informal and formal supervision. The post holder will also be professionally supported by other social workers within the social work team.

The Social Worker will have a key role to play in relation to supporting the delivery; both the personalisation and social inclusion agendas, ensuring quality public facing services including health and social care services. The role will involve assessing; accessing and implementing a range of social care services and providing guidance/advice and information for adults with autism, their needs and their carers.

The post holder will be required to be an integrated and supportive member of a team, planning, actioning, monitoring and evaluating work with the supervision of an experienced Social Worker.

The post holder is responsible for supporting the delivery of health and social care functions for adults/carers within community settings and where relevant Hospital / Inpatient settings providing social work knowledge and expertise within the domain of assessments, care and support planning, reviews and requests for information, advice and guidance.

The post holder is responsible for working collaboratively with other agencies and colleagues and services, to provide seamless care for adults/carers on defined care and support pathways with particular emphasis on ensuring safe and effective assessments and support in the community enabling a person to remain independent for as long as possible.

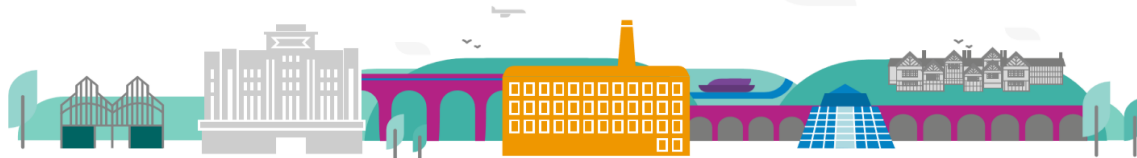
The post-holder is responsible for working in partnership with agencies external to the Council supporting adults/carers to access services/support in the independent and non-statutory sector.

The post holder will be responsible for upholding evidence-based approaches, obtaining and recording with care by providing up to date/accurate case notes and assessments.

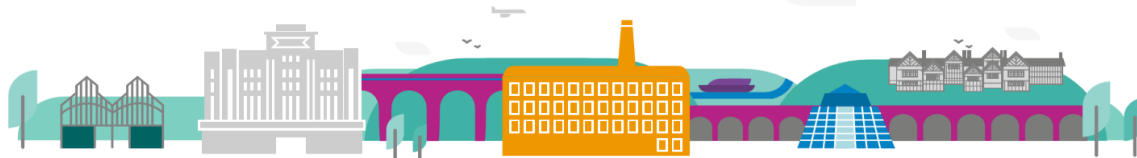
Key Responsibilities

1. In line with social work statutory duties, discretionary powers and professional values/code of conduct, to provide social work input and support to adults/carers/families helping to promote self-determination, choice and autonomy. To ensure the personalisation, co-production and social inclusion principles are incorporated into practice.

2. To have knowledge and understanding of the discharge process and the Care Act. To understand the Autism Act, Mental Health Act, Mental Capacity Act and S117 responsibilities.



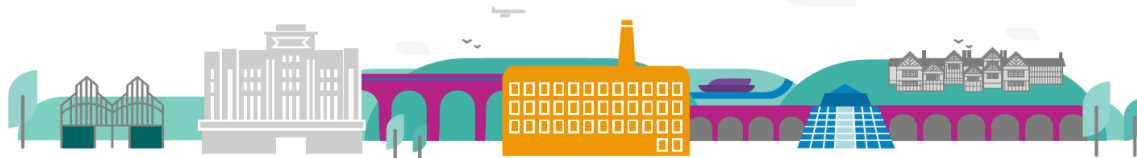
3. To provide social work support to individual adults and their carers and families and involve them in all support planning and actions taken, helping to signpost/refer on (where appropriate).
4. To undertake assessments in response to Care Act, Mental Capacity, Risk and any legislative statutory requirements.
5. To communicate assessment information, care and support plans and risk factors to individual adults, carers, professionals, Emergency Services, MDT and Courts, as appropriate and in line with Information Governance. Communicate sensitive issues in an appropriate manner and address any barriers to participation and understanding.
6. To undertake enquiries with Adults experiencing or at risk of abuse or neglect in line with the Care Act (2014) and interagency Safeguarding Policies and Procedures.
7. Under the guidance and support of more senior social work professionals to safeguard and promote the health and wellbeing of children and young carers in line with the Care Act, Children Act (1989/2004) and Children and Families Act (2014) referring where necessary to relevant professionals and organisations.
8. To communicate with a wide range of people including adults and carers, members of multi-disciplinary teams, and staff in external agencies including Primary and Secondary Health Care/Mental Health services using a variety of methods including Information and Computer Technology.
9. To coordinate the signposting and/or referring on of individuals who, following assessment may not meet the criteria under the Care Act in collaboration with multi-disciplinary colleagues and external services.
10. To coordinate discharge with individuals in collaboration with hospital services as per admission and discharge standard operating procedures and have proportionate involvement in the delivery of services post discharge where appropriate.
11. To 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 (but not limited to) the Care Act (2014), The Mental Health Act (1983/2007), the Mental Capacity Act (2005) and the Human Rights Act (1998). To ensure appropriate governance and application of appointeeships and/or relevant advocacy are engaged in accordance with need, rights and entitlements.
12. To ensure budgetary constraints and best value for money alternatives have been explored and exhausted, prior to implementing social care funding for services. Additionally, to seek health funding for those eligible for S117 funding and refer for CHC assessments, where indicated.
13. To organise and chair discharge planning and Best Interest meetings, as required.



14. To make a speedy and appropriate response to all work allocated, and to complete all work including recording within the agreed timescale in line with key professional quality standards.
15. To use social work skills, knowledge and theory to intervene where appropriate with the abilities to work through conflict and supporting people to manage their own risks. To be an active participant in supervision, and in utilising reflective practice when learning to develop professional resilience in situations characterised by high levels of social and interpersonal challenges.
16. To promote an awareness of the social construction of stigma and disability; also to provide professional expertise relating to information and advice services to individual adults and Carers, other professionals and agencies on mental health matters.
17. To undertake Practice Educator, BIA (AMCP) and AMHP training, where required.
18. To ensure commonality of approach to people with mental health and physical health needs by forming close working relationships with colleagues in statutory and voluntary agencies and with colleagues within other NHS organisations.
19. To assist all relevant colleagues in carrying out statutory requirements and other work as appropriate.
20. To undertake other social work responsibilities dependent on service and individual and carer need.
21. At all times to operate and practice in line with the Professional Capabilities Framework (PCF) and in line with Social Work England's professional regulatory body's Standards of Conduct, Performance and Ethics.
22. To take responsibility for and become accountable for own practice, and to positively support the practice, learning and development of others including student social workers on placement within the team. To comply with Trust and Social Work professional supervisory and appraisal requirements.
23. A requirement for regular travel to many mental health hospitals with occasional exposure to unpleasant conditions; some exposure to hazards including possible verbal/physical aggression; regular use of VDU equipment.

Mental effort and demands of the job

24. Manage unpredictable daily changes to work pattern to ensure service commitments are covered; good concentration.
25. Be flexible and manage a healthy work / life balance whilst maintaining your own wellbeing and effectively managing your stress levels.



26. Maintain a high level of motivation to inspire colleague and adult engagement.

Emotional effort and demands of the job

27. Communicate unwelcome news to colleagues, adults and carers; dealing with difficult family circumstances.

28. Working with adults / carers / staff who may be distressed or present with challenging / inappropriate behaviour; disclosure of abuse; unexpected death

To undertake any other duties required by Management which are commensurate with the post.

- To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
- To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

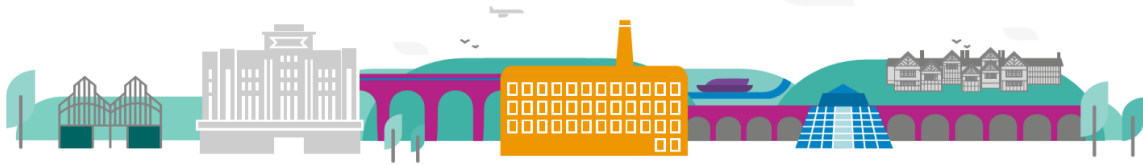
Additional Information

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

About You

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:



- Working to the Council's values and behaviours by:
 - Keeping the people of **Stockport** at the heart of what we do
 - Succeeding as a **team**, collaborating with colleagues and partners
 - Driving things forward with **ambition**, creativity and confidence
 - Showing value and **respect** to our colleagues, partners and customers.
- Must be registered with Social Work England
- Must have at least two years' post qualifying experience in a social worker role
- Must have a valid UK driving licence and access to a car for work.
- Must be eligible to work in the UK
- Experience of working with vulnerable adults within community setting with a knowledge and experience of working with autistic adults and people with severe and enduring mental health conditions.
- Experience of report writing; such as court of protection reports is beneficial.
- Must have experience of completing Care Act Assessments and support plans
- Experience of investigating safeguarding concern and knowledge of the safeguarding process is preferred
- Experience of managing complex cases
- Experience of liaising with other professionals and agencies
- Familiar with direct payments and commissioning support
- Familiar with CHC and S117 eligibility and applying for funding
- Experience of using Liquid Logic would also be beneficial but not essential as training will be provided.