Ambitious Stockport, creating opportunities *for everyone*

Thinking Stockport

Achieving as a Team

Working with Ambition

Showing everyone Respect

# Job Profile and Working for Stockport

## Our Council

**Join us at Stockport Council – MJ Local Authority of the Year 2025**

Our employees are our **greatest asset**. We're proud of the way we provide vital frontline services every day and work together, as **one team.**

Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at https://greater.jobs/locations/stockport/




STOCKPORT METROPOLITAN BOROUGH COUNCIL

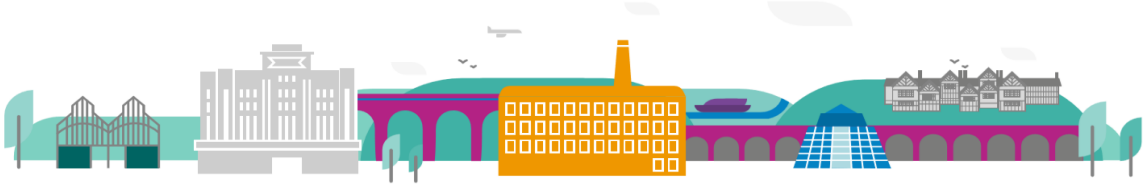
Greater Manchester Guaranteed Assessment Scheme

GREATER MANCHESTER GOOD EMPLOYMENT CHARTER

We are a Living Wage Employer

disability confident EMPLOYER

ARMED FORCES COVENANT



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# About the Job

| | |
|---|---|
| **Role:** | Experienced Social Worker |
| **Service Area:** | Adult Social Care – Learning Disabilities |
| **Directorate:** | Services to People - Adults |
| **Salary Grade:** | SO3 |

**Main Purpose of the Job**

1. To provide an assessment, support planning and review service, underpinned by professional knowledge in order to ensure that:

- Vulnerable people are safeguarded and are supported in managing risk;
- Person centred outcomes and support requirements are identified, and;
- People are encouraged and enabled to live healthy and independent lives for as long as possible.

2. To undertake all duties in line with Care Act 2014.

3. To work closely with colleagues in the health, early help, community and voluntary sectors ensuring that person centred outcomes are met in ways which utilise available resources as effectively as possible.

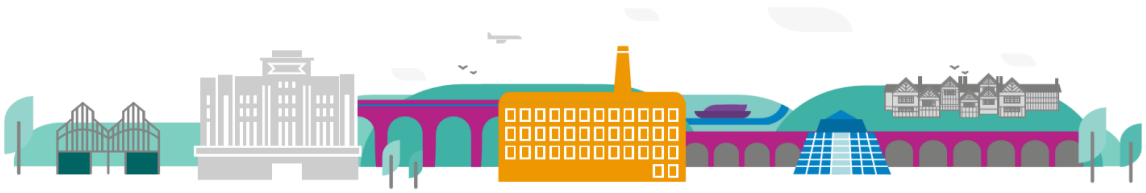
4. To work within organisational policy and legislative requirements.

**Key Responsibilities**

**Main Responsibilities and Key Duties – All Levels**

- To undertake professional assessment, to assist people to manage risk, to identify person-centred outcomes, and to undertake support planning and reviews
- To act as Case Manager for a number of people on a short or long term basis, depending on deployment.
- To deliver the service in accordance with statutory responsibilities set out in NHS and social care legislation and the eligibility criteria for services as agreed by the Council.

- To undertake best interest assessments taking account of the requirements of the Mental Capacity Act.
- To support carers in their role.
- To ensure that reviews are carried out in a timely and person centred way evidencing need for continuing support.
- To provide information and advice to help people stay healthy, plan for their future needs, use services effectively, take responsibility for their own health and care, and maximise the impact of prevention and recovery services.
- To encourage and support people to look after themselves, their families and their communities promoting choice and control for people and the use of Direct Payments where appropriate
- To assist people to have realistic expectations about the support and care that the Council is able to offer, through involvement and communication and ensure the most effective and targeted use of resources to meet person centred outcomes.
- To proactively support and actively contribute to the delivery of integrated health and social care services including for those with short term or continuing health or social care needs. To build effective relationships with health partners and the voluntary and community sector.
- To participate in team meetings and other meetings relevant to the work of the service group, as required.
- To engage in and prepare for supervision and appraisal through self-evaluation against the council's competence framework.
- To maintain continuing professional development and ensure compliance with Health and Care Professionals Council standards of proficiency
- To undertake training and development as required including ongoing post qualification professional development.
- To contribute to the provision of a response to civil emergencies as required.
- To operate within financial and budgetary guidelines.
- To prepare reports for court and attend to give evidence in legal proceedings as required.
- To undertake specific projects in relation to service development as required.
- To promote and safeguard the welfare of children and vulnerable adults.
- To maintain registration of Health and Care Professionals Council where this is a requirement to practice and to undertake statutory and other tasks related to the responsibilities of the service group outlined in the context statement, in accordance with relevant legislation and the Council's competence framework.
- Maintain essential records, input and maintain records on the core computer system as required.
- Any other lesser or comparable duties as required relating to the particular specialised function of the team or teams.



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**Main Responsibilities and Key Duties at each level**

**At Practitioner Level 1 (including ASYE)**

- To demonstrate a level of professional practice ability and competence at entry level (see competency framework)
- To undertake assessment and review of moderately complex cases and complex cases with significant practice support.
- To commission support to meet customer outcomes making best use of financial and community resources.
- To support safeguarding enquires
- To assist with work familiarisation and induction support to other team members or students.

**At Practitioner Level 2**

In addition to the duties outlined at level 1 and the general responsibilities described

- To demonstrate a high level of professional practice ability and competence at practitioner level (see competency framework)
- To take responsibility for a moderately complex and complex caseload exercising professional judgement and discretion in the management of cases accessing practice support for more complex decisions.
- To investigate safeguarding enquires
- To chair review meetings and act as a specialist lead in joint case management meetings.
- To manage cases with high levels risk

**At Practitioner Level 3**

In addition to the duties outlined at level 1 and 2 and the general responsibilities described

- To demonstrate a highly developed level of professional practice ability, detailed knowledge and skill and competence at experienced practitioner level (see competency framework)
- To take responsibility for a caseload of complex cases managing conflict and risk and exercising professional autonomy and judgement.
- To act as a lead investigator in safeguarding investigations.
- To undertake high level assessment work taking independent decisions e.g. Mental Capacity Act work; complex Best Interest Assessments; deprivation of liberty and court of protection work
- To supervise Students, ASYE and non-registered staff and provide day to day direction and practice supervision to team members and effectively delegate casework.
- To act as a practice educator/supervisor where specified in the context statement.
- To assist the Senior Practitioner in the co-ordination of team resources.
- To allocate work within the team as required.
- To provide specific training and development as required.
- To act as a knowledge resource for other staff in respect of day to day practice

• 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.

- Social Worker registered with SWE
- At least 2 years' post qualifying experience

- Experience of working with adults with a Learning Disability. This can be working experience or personal experience.

- Knowledge of legislation, regulations and Practice Guidance relevant to the post (e.g. Care Act 2014, Mental Health Act 1983,Mental Capacity Act 2005, Human Rights Act, Data Protection Act etc).
- Organisational, administrative and prioritisation skills
- Knowledge and understanding of partnership working
- Knowledge and understanding of risk management and models of intervention
- Knowledge and understanding of Continuing Healthcare and the role of social care.
- Knowledge and understanding of Safeguarding adults and children.
- High level of written and oral communication skills and an ability to communicate effectively with a wide range of people from all levels within the organisation and community.
- Negotiation and advocacy skills
- Ability to manage and resolve conflict
- Ability to work collaboratively within a team and contribute to team development
- Demonstrable experience of undertaking effective assessment, support planning and development and review of person-centred outcomes.
- Understanding of stress, its impact, and effective management techniques