



## 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/>





# Ambitious Stockport, creating opportunities *for everyone*

## About the Job

<b>Role:</b>	Senior Social Worker/ Assistant Team Lead
<b>Service Area:</b>	Adult Social Care
<b>Directorate:</b>	Services to People - Adults
<b>Salary Grade:</b>	MB4

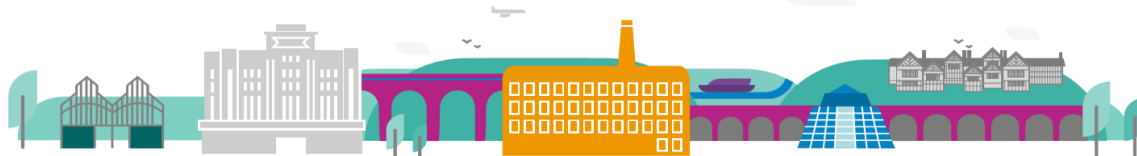
### Main Purpose of the Job

Have their practice recognised as exemplary and provide leadership and professional wisdom to their colleagues and other professionals for work in situations of high complexity, where a concern has been raised about an adult at risk of abuse. To work directly with people who use services, and those who care for them, as well as families and communities and providers to ensure safe practice and protection from abuse.

To lead on and continue to develop and embed community led support (CLS); ensuring people have the right support in the area they require it. Producing high quality assessments, accurately assessing and managing the highest level of risk and complexity.

### Key Responsibilities

- To provide leadership at the appropriate level and provide day to day direction and practice supervision, ASYE support and feedback as well as to other team members
- To undertake appropriate line management responsibility, manage sickness absence and other HR related duties
- To demonstrate a highly developed level of professional practice ability, detailed knowledge and skill and competence at advanced practitioner level as per PCF.
- To take responsibility for and support others with a complex caseload, managing conflict and risk whilst exercising professional autonomy, curiosity and judgement.
- To act as a lead investigator and support colleagues in complex safeguarding enquiries
- To undertake and support others with a high level assessment work in accordance with legislation and statutory responsibilities, proportionality and to take independent decisions e.g. Mental Capacity Act work; complex Best Interest Assessments; deprivation of liberty and court work
- To have an understanding of different funding streams, such as Continuing Healthcare, S117 and FNC
- Engage effectively with situations requiring the most complex and challenging multi agency input
- 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



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- To assist people to have realistic expectations about the support and care that the Council is able to offer, to ensure the most effective and targeted use of resources to meet needs
- To use a strengths based approach in assessments, promoting independence and wellbeing; to support others to do this
- To take a positive approach to managing risk, to identify person-centred outcomes, and to undertake support planning and reviews
- To undertake and support others to complete the MCA and BI best interest process
- To promote the rights of carers and support others to do this
- To proactively support and contribute to the delivery of integrated health and social care services
- To build effective relationships with health partners and the voluntary and community sector
- To support and deputise for the Specialist Community Team Lead where appropriate
  
- 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.

### **Key Responsibilities and Duties at Senior Social Worker Level**

In addition to the duties outlined additional responsibilities would be:

- Undertake complex assessments and particular those where the degree of risk to the person's human rights
- Carry an appropriate caseload including complex cases
- Hold or be working towards a BIA; AMHP; Practice Educator qualifications
- To provide specific training and development and to lead on co-ordinating peer support
- Take on an agreed specialist area of practice.
- Undertake specific projects in relation to service development as required.

### **Key Responsibilities and Duties at ATM Level**

In addition to the duties outlined additional responsibilities would be:

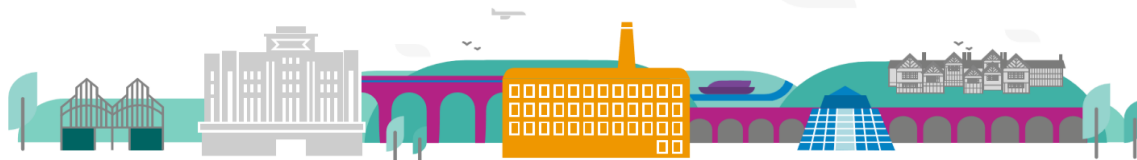
- Overall responsibility for allocating cases to the team
- Implementing new and revised policies and plans
- Attend appropriate management and leadership meetings
- Undertake case audits for the team



### **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.

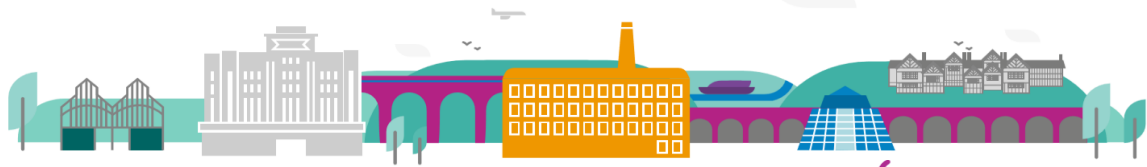


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## About You

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.
- You are registered with Social Work England.
- Advanced Social Work practice with adults in a statutory setting.
- Advanced knowledge of and ability to apply legislation, regulations and Practice Guidance relevant to the post
- Application of evidence informed practice
- Organisational, administrative and prioritisation skills ability to build and maintain relationships with colleagues, families and partners
- Proven experience of working in a strengths based way and undertaking positive and proportional risks within the human rights framework
- Knowledge and understanding of safeguarding adults and children, including complex cases; taking a think family approach
- 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
- Ability to work and support others relationally, including negotiation, influencing and advocacy skills and an ability to work collaboratively with the people of Stockport
- Ability to manage and resolve conflict
- Ability to manage resources and demands effectively ensuring value for money
- Ability to work collaboratively within a team and contribute to team development.
- Hold or commit to work towards a BIA, AHMP or Practice Educator qualification within the first year
- Desirable experience of supporting or mentoring students and newly qualified social workers



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