

## Senior Practitioner (Deprivation of Liberty – DoLS)

## Role Profile

**Service:** Adults & Wellbeing Directorate – DoLS team  
**Band:** Band 9  
**Reporting to:** Team Manager  
**Responsible for:** Best Interest Assessors, Mental Health Assessors, Business Support Officers



**TRAFFORD**  
COUNCIL

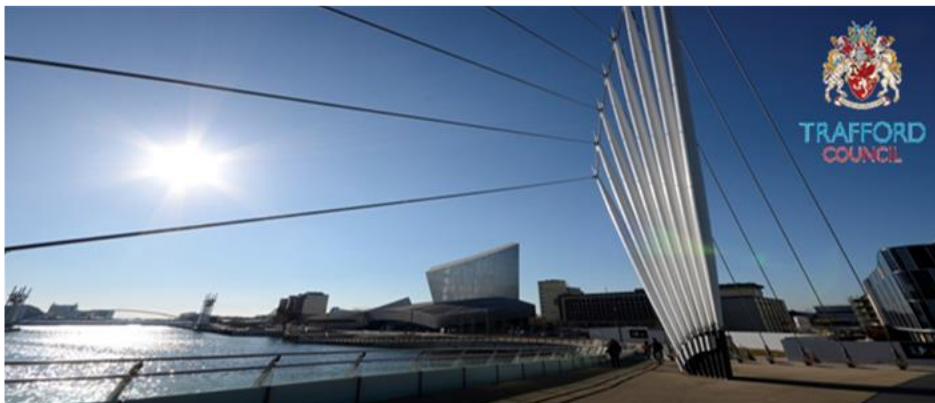
### About Us

Trafford is a great place to live, work, learn and visit. From its leafy suburbs to its more urban areas, the borough takes pride in its strong, diverse communities, its cultural and sporting heritage and its position at the heart of the region's economic powerhouse.

Trafford Council and its partners in the public, private and third sectors have a Vision which sees us working together to close inequality gaps and maximise Trafford's huge potential.

***Our vision: Trafford – where all our residents, businesses and communities thrive***

At the heart of our vision is a common cause – we want to make Trafford a better borough. We want to make it a place where everyone has a chance to succeed and where everybody has a voice. Through our new vision, we are making a commitment to work together across different services and agencies to make the best use of our resources.



### Our Culture

Trafford Council employs around 2300 non-school members of staff and as one of the biggest employers in the borough, we work hard to make Trafford Council an employer of choice. We care what you think and believe you are more than just a job role. We have a great benefits' package and a real focus on your health and wellbeing, as well as, extensive learning, succession and development opportunities.

For us, it's not just about *what* we achieve as an organisation, but *how* we do it. Therefore, all employees are expected to display our **EPIC** values.

**At Trafford Council we are EPIC**

**We EMPOWER** – We inspire and trust our people to deliver the best outcomes for our customers, communities and colleagues.

**We are PEOPLE CENTRED** – We value all people, within and external to the organisation and give those around us respect. We will act with honesty and integrity in all that we do and create an environment that enables everyone we work with to thrive and succeed.

**We are INCLUSIVE** – We are committed to creating an environment that values and respects the diversity and richness differences bring.

**We COLLABORATE** – We build relationships, collaborate; treat people as equal partners and work together to make things happen.

## About the Role

This Role Profile outlines the key tasks you will be expected to perform to give you an understanding of a typical day and the key activities that you will be expected to deliver or contribute to the delivery of.

The 'About You' section explores what qualifications, experience, skills and knowledge you will need for the role.

We are a values-based organisation and you will need to reflect our values, as well as the requirements in 'About You' in your application.

### Overview

The DoLS team is a borough and system wide service within Adult Social Care. The DoLS team plays a crucial role in ensuring residents and patients' legal rights are protected. The team is responsible for ensuring that Trafford Council meets its statutory responsibilities for residents residing in hospital and care homes, whereby they are evidenced to lack mental capacity to consent to being accommodated there. As Senior Practitioner for the DoLS team, you will be responsible for contributing to the operational delivery of the supervisory/responsible body's functions of DoLS.

### Your Main Priorities

- Contribute to the effective allocation and prioritisation of work to ensure timely and compliant service delivery.
- Support the development of team practice through guidance, mentoring and sharing of knowledge and best practice.
- Support the DoLS Team Manager with the operational day to day functioning and the management of the DoLS Team.
- Proactively contribute towards the identification and implementation of operational change.
- Support with preparation for Liberty Protection Safeguards (LPS).

### Key duties

- Supporting the allocation and prioritisation of DoLS referrals to ensure timely and effective service delivery in line with statutory requirements.
- Leading on complex decision-making and providing professional oversight to ensure lawful, proportionate and defensible practice.
- Contributing to workforce development through mentoring, shadowing and supporting the ongoing development of staff knowledge and skills.
- Ensuring accurate, timely and high-quality recording in line with legal, organisational and audit requirements.
- Representing the DoLS service at internal and multi-agency meetings, promoting best practice and collaborative working.

- Providing expert advice on Mental Capacity Act (MCA) and Deprivation of Liberty Safeguards (DoLS) to a range of professionals.
- Undertaking full line management of Business Support staff and professionally support/manage Best Interest Assessors and Mental Health Assessors.
- Monitoring and overseeing complex cases, including those subject to a 21a challenge.
- Upholding the DoLS Quality Assurance Framework for qualified staff and challenge standards when not being met.
- Providing positive support when moving from DoLS to LPS.
- Contributing towards regular updates on performance via the Team Manager to Strategic Service Manager.
- Liaising with Managing Authorities when required to provide advice and guidance, as well as Advocacy Providers.
- Undertaking any other duties which are commensurate with the grade of the role and which may be required by the Service.

## About You

### **Qualifications and Professional Development**

- Relevant professional and Best Interests Assessor qualifications
- Registered Social Worker, or Registered Nurse, or Registered Occupational Therapist or Chartered Psychologist, with 2 years post qualification experience
- Registration with the relevant professional body
- Evidence of continuous professional development and a commitment to maintaining and developing professional competence through training, supervision and reflective practice
- Willingness to undertake further training and development in preparation for the implementation of Liberty Protection Safeguards (LPS)

### **Experience and Knowledge**

- Proven and demonstrable post-qualification experience in adult social work and supervisory body in a Local Authority setting
- Extensive knowledge and understanding of the legislative, political, and social policy context of adult services
- Extensive knowledge and understanding of the theories which underpin social work practice and their impact on and relationship to evidence based social work practice
- Detailed understanding and application of relevant legislation, case law, and policy
- An understanding of the Councils/Service plans and aspirations and ensure that they are communicated clearly

### **Skills and abilities**

- Ability to and able to demonstrate a commitment to, maintaining up-to-date knowledge of legislation, policy and best practice
- A drive for ensuring best outcomes for the Service User and an ability to support, lead and motivate others to do the same
- Ability to maintain awareness of changes in legislation and related case law, including an awareness of Liberty Protection Safeguards
- A value base of upholding the rights for people subject to, or likely to be deprived of their liberty
- ICT and data analysis skills to ensure an excellent, professional, and quality service is always delivered
- Ambition to motivate and empower not just themselves, but also others around them too
- Drive to proactively seek opportunities to improve practice
- Excellent interpersonal and communication skills, that enable confident communication and relationship building with others at varying levels
- An ability to problem solve, interpret information and make recommendations when needed to find effective solutions
- Ability to successfully work to deadlines and prioritise work
- High levels of accuracy and attention to detail

### **Special Conditions**

- Car User / full driving license required.
- Willing and able to travel to sites within the Trafford Borough, when required.
- Enhanced DBS check (with Adults barred list)

Date prepared/revised	30.1.23 / 31.3.26 (refreshed)
Prepared/revised by	Ciaran Cusack
Job Evaluation	Existing

### **Health and Safety**

To operate safely within the workplace with regard to the Council's health and safety policies, procedures and safe working practices. To be responsible for your own Health and Safety and that of other employees.

### **Equalities & Diversity**

To work within the Council's Equalities and Diversity Policy, embracing through personal example, open commitment and clear action that diversity is positively valued, resulting in access for all by ensuring fair treatment in employment, service delivery and external communications.

### **Customer Care**

To continually review, develop and improve systems, processes and services in support of the Council's pursuit of excellence in service delivery.  
To recognise the value of its people as a resource.

### **Training and Development**

To identify training and development needs with your manager, taking an active part in your Personal Development and Review Plan. To access development opportunities as they arise and share learning with others and where appropriate, actively encourage a learning environment and development within others.

### **Policy**

To work at all times within the established policies and practices of the Council, within the framework established by the Council Constitution and associated guidance.

### **Information Governance**

Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to personal and or sensitive information relating to service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the Council unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence and or data breach has been established.

All information obtained or held during the post-holders period of employment that relates to the business of the Council and its service users and employees will remain the property of the Council. Information may be subject to disclosure under relevant legislation.

To ensure information is shared safely and complies with information governance standards and associated legislation.