

## Kent County Council

### Job Description: Experienced Social Worker, Homes not Hospital Service

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<b>Directorate:</b>	<b>Adult Social Care and Health</b>
<b>Unit/Section:</b>	<b>Countywide Provision</b>
<b>Grade:</b>	<b>KR10</b>
<b>Responsible to:</b>	<b>Team Manager/Advanced Practitioner</b>

#### **Purpose of the Job:**

To work with people on a Homes not hospital pathway many of whom have complex and diverse needs utilising, person-centred and strengths and rights-based approaches. Work in co-production with a range of statutory and non-statutory partners, people who use our service, and carers to maximise access to community and wellbeing resources. This will include person-centred assessment, planning, implementation, and evaluation of appropriate action, to ensure that resources are utilised effectively to empower the people who use our services and to safeguard and promote their welfare and that of others. The post-holder should be working at the level of capability set out in the Professional Capability Framework (PCF) and the Kent Social Care Capability Framework for "Experienced Social Worker".

The postholder should also practice as a mixed role Approved Mental Health Professional (AMHP) OR Best Interest Assessor and take a lead on areas including safeguarding, self-neglect, mental capacity, self-directed support, social supervision, and the professional development of others and will raise the standard and quality assure practice within the team by contributing to training initiatives and participating in areas of research.

#### **Main duties and responsibilities:**

- Develop strong links with primary and secondary care statutory partnership organisations, and the voluntary sector order to offer an integrated response to people who use our service and carers which promotes independence and empowers individuals to develop their own care and support plans and to reduce the need for ongoing involvement with statutory mental health services in line with the Care Act.
- Have responsibility for working people with complex and diverse needs. This will include the assessment, development and review of care and support plans and community care and residential packages, in collaboration with primary and secondary care colleagues, enablement services, and voluntary sector staff, to effectively meet the social care and section 117 Mental Health Act (MHA) needs of the people who use our service and their carers. Monitor the use of resources to ensure their effective utilisation in line with service delivery requirements.
- Undertake enquiries into complex safeguarding and self-neglect concerns following consultation and direction by the locality designated senior officer, ensuring

adherence to the requirements of the Care Act, Mental Capacity Act and multi-agency safeguarding protocols.

- Provide a range of written and verbal reports to inform multi agency, legal and national bodies and organisations decision making processes including the consideration and analysis of risk.
- Undertake other duties appropriate to your role. This will include practicing as a mixed role AMHP and/or Best Interest Assessor and/or Social Supervisor, providing high quality reflective supervision for qualified/unregistered social care staff/social work students to develop their skills, expertise and practice while promoting, self-directed support and co-production. Support social workers to progress their work with people, minimising the risk of dependency and providing short term social work intervention. Undertake the role of social supervisor for people subject to Ministry of Justice restrictions.
- Contribute to and review the development of the homes not hospital social work service to achieve a more effective use of resources and to develop joint working practices with a range of other services to ensure a holistic approach to people who use our service and their families/ networks, including those in transition between services.
- Actively participate in, and contribute to your own supervision and team meetings, to ensure that the service utilises a robust evidence and research base to inform the interventions offered and to ensure that continuous professional development is maintained. Attend mandatory and core training courses as agreed in your Total Contribution Pay (TCP) Action Plan. Actively pursue development opportunities to address gaps in your knowledge, skills, and practice to achieve progression in line with the PCF.
- Ensure information systems and client records are effectively maintained and shared as appropriate in accordance with KCC Adult Social Care & Health policy to provide up-to-date and accurate information, upon which decisions affecting service delivery can be made.
- Maintain an awareness in changes in theories, legislation, KCC policies, local and agency practices to disseminate knowledge and contribute to the delivery of a high standard of service. Take the lead for collating and disseminating developments in the evidence base for Mental Health, Learning Disability and Autism practice.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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## Person Specification:

### *Experienced Social Worker Community Homes not Hospital Service*

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The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be short listed. Applicants should describe in their application how they meet these criteria.

	<b>CRITERIA</b>
<b>QUALIFICATIONS</b>	<p>Educated to degree (or CQSW/DipSW) level in social work, with appropriate professional registration (e.g., Social Work England).</p> <p>Current Approved Mental Health Professional (AMHP) warrant OR Best Interest Assessor qualification.</p> <p>Meet the requirements of the KCC Practice Educator standards Stage 1 or stated willingness to train.</p> <p>Experience of delivering the role of the 'social supervisor' or stated willingness to train.</p>
<b>EXPERIENCE</b>	<p>Substantial proven diverse post qualification practice experience in Mental Health, Learning Disability or Autism Services.</p> <p>The post holder should be working at the level of capability set out in the Professional Capability Framework and the Kent Social Care Capability Framework at the Experienced Social Worker level.</p>
<b>SKILLS AND ABILITIES</b>	<p>Ability to supervise and develop social work staff and to mediate and negotiate.</p> <p>Good interpersonal skills to communicate effectively with service users and colleagues and ability to work effectively with a range of agencies.</p> <p>Demonstrates robust and person- centered skills relating to safeguarding, self-neglect, mental capacity, self-directed support, and co-production.</p> <p>Computer literate with good written skills for report and assessment writing and presentation.</p> <p>Ability to work within a framework of social work ethics, including confidentiality.</p> <p>Ability to work effectively on own initiative as well as within team.</p> <p>Ability to travel across a wide geographical area in a timely and</p>

	<p>flexible manner at various times of the day.</p> <p>KCC has a duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics and those who do not. It is essential that the post holder recognizes that equality, diversity, and inclusion are an integral part of KCC's service delivery and relationship with its staff and the public. The post holder will be required to work within anti-discriminatory and anti-oppressive practice frameworks.</p>
<p><b>KNOWLEDGE</b></p>	<p>Good working knowledge of all relevant Mental Health and Social Care legislation and local and national policies and initiatives.</p> <p>Good working knowledge of Social Work England's Professional Standards.</p> <p>Good working knowledge of directorate and corporate procedures and practice and joint working practices relating to Adult Social Care and Mental Health.</p> <p>Good knowledge of local and National policy and initiatives in Adult Social Care and Mental Health.</p> <p>A good working knowledge of models of mental disorder, treatments, and approaches to social work intervention including complex family dynamics.</p>
<p><b>KENT VALUES AND CULTURAL ATTRIBUTES</b></p>	<p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• We are <b>brave</b>. We do the right thing, we accept and offer challenge</li> <li>• We are <b>curious</b> to innovate and improve</li> <li>• We are <b>compassionate</b>, understanding and respectful to all</li> <li>• We are <b>strong together</b> by sharing knowledge</li> <li>• We are all <b>responsible</b> for the difference we make</li> </ul> <p>Our values enable us to build a culture that is:</p> <p><b>Flexible/agile</b> - willing to take (calculated) risks and want people that are flexible and agile</p> <p><b>Curious</b> - constantly learning and evolving</p> <p><b>Compassionate and Inclusive</b> - compassionate, understanding and respectful to all</p> <p><b>Working Together</b> - building and delivering for the best interests of Kent</p> <p><b>Empowering</b> - Our people take accountability for their decisions and actions</p> <p><b>Externally Focused</b> - Residents, families and communities at the heart of decision making</p>