

Kent County Council

Job Description: *Social Worker / Young People's Worker*

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| Directorate: | Adult Social Care & Health |
| Unit/Section: | Disabled Young People's Team |
| Grade: | KSH |
| Responsible to: | Team Manager |

Purpose of the Job:

Manage a caseload of disabled young people aged 18 - 25 to assess, plan, monitor and review the support/personal assistance needs of service users, working in a person-centred way. Work with the service user and their families/carers to develop a package of support/assistance as they prepare to become adults and in their early adult life that promotes and maintains independence and well-being; where appropriate involve other agencies and use community resources to provide equality of opportunity, full participation and inclusion in society.

The postholder should be working in line with the Social Care Capability Framework.

Main duties and responsibilities:-

- Manage a complex and diverse caseload of young people and their families, undertaking assessments to determine the needs and capabilities of clients and carers, and drawing up plans of support under the supervision and guidance of a designated supervisor, using agreed eligibility criteria and in accordance with statutory requirements, Directorate and Corporate Policy and National Legislation. Cost any support package and assist the client to access the most appropriate and comprehensive support available through community resources, direct payments or commissioned services. This should be achieved where appropriate within a multi-agency environment and in accordance with service users' wishes, Directorate budget limits and the requirements of the strategic framework and/or lead commissioning framework relating to the procurement of services.
- Provide and ensure the availability of adequate advocacy arrangements to assist service users towards self-determination of their personal assistance arrangements.
- Identify and, where appropriate, manage any safeguarding and quality of care issues in line with Directorate policy and practice requirements, taking forward appropriate actions and communication with supervisor/line manager/other Directorate officers and develop investigating officer skills.

- Ensure that service users are empowered throughout the assessment, are at the centre of the decision making process and have control over their lives. Develop good working relationships with Education and Health staff to contribute to Education, Health and Care plans and other individual plans to ensure that positive outcomes for young people are achieved. In order to develop a holistic response, where appropriate, initiate and develop close working partnerships with other agencies: District Councils, voluntary agencies, the commercial and private sectors.
- Research, develop, continue and consolidate a knowledge base and level of skills to enable the assignment of more complex cases to meet the ever changing needs of service users and to ensure inclusion and full participation in the local community.
- Maintain an awareness of changes in legislation, theories, corporate and directorate policies, local and agency practices relating to disabilities in order to disseminate knowledge throughout the team and contribute to the delivery of a high standard of service.
- Contribute to the development of new initiatives through attendance on Working Groups, multi-agency forums, training courses etc. to develop current and new ways of working that meet service requirements.
- Maintain and keep accurate electronic records using the Social Care electronic system. Write and verbally present reports for formal meetings including reviews, case conferences and court proceedings.

Footnote: This job description is provided to assist the job holder to know what his/her 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: *Social Worker/Young People's Worker*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

| | CRITERIA |
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| QUALIFICATIONS | <ul style="list-style-type: none">• Degree in Social Work or equivalent for 18 - 25 team• Registration with the appropriate professional body• Assessed as competent to operate at the Practitioner level of the Social Care Capability Framework |
| EXPERIENCE | <ul style="list-style-type: none">• Diverse post qualification practice experience |
| SKILLS AND ABILITIES | <ul style="list-style-type: none">• Good interpersonal skills in order to communicate effectively with clients and colleagues, and when working in groups• Ability to prioritise and work effectively on own initiative as well as within a team• Interest/desire to lead in training courses• Supervisory, mediation and negotiation skills• Ability to supervise and develop student placements• Good report writing skills and the ability to communicate clearly in writing• Ability to work within a court setting• Computer literate• Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day in accordance with the needs of the job• A Full UK Driving Licence – The Council is committed to making reasonable adjustments so whilst this job requires the |

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| | jobholder to drive your application will still be considered if you are unable to drive due to a disability. |
| KNOWLEDGE | <ul style="list-style-type: none"> • A thorough knowledge of human development, social work theories and the needs of people with disabilities • Good knowledge of the legislation underpinning the provision of services to children and adults with disabilities • A working knowledge of Directorate and national policies, frameworks and regulations. • Knowledge of Child and Adult Protection procedures • Knowledge of court proceedings • Up to date knowledge of research • Knowledge of family relationships • Good knowledge of assessment frameworks |
| KENT VALUES AND CULTURAL ATTRIBUTES | <p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p> |

