

## Kent County Council

Job Description: *Social Worker, Community “Homes Not Hospital” Social Work Team*

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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>KSG</b>                                |
| <b>Responsible to:</b> | <b>Advanced Practitioner/Team Manager</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 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 and the Kent Social Care Capability Framework for “Social Worker”. Where necessary the postholder will fulfil the role of “social supervisor” (training will be provided).

### **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 and carers which is in line with the Care Act, 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.
- 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 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 safeguarding and self-neglect concerns following consultation and direction by the locality designated senior officer, ensuring adherence to the requirements of the Care 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 undertaking the role of social supervisor for people subject to Ministry of Justice restrictions and may include supervision of unregistered staff.
- 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 services 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. Actively pursue development opportunities to achieve progression in line with the PCF. This will include preparation for Approved Mental Health Professional (AMHP) or Best Interest Assessor (BIA) or Practice Educator (PE) Level 1 training and responsibilities.
- 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 a personal awareness of legislation, policies, and procedures, particularly those relating to the Human Rights Act, Equality Act, Care Act, The Mental Health Act, the Mental Capacity Act, safeguarding and self-directed support to apply a strong evidence base to ensure consistency and a high quality of service delivery.

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: *Social Worker, Community “Homes Not Hospital” Social Work Team*

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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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| <b>QUALIFICATIONS</b>       | <ul style="list-style-type: none"><li>• Educated to degree (or CQSW/DipSW) level in social work, with professional registration with Social Work England</li><li>• Successful completion of the capability assessment for the Assessed and Supported Year in Employment</li><li>• Willingness to work towards either AMHP or BIA and PE1 qualification</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>EXPERIENCE</b>           | <ul style="list-style-type: none"><li>• Post-qualification practice in Mental Health, Learning Disability and/or Autism Services.</li><li>• Willingness to train as a social supervisor.</li><li>• Evidence of experience of safeguarding practice and the application of the Care Act and Mental Capacity Act in practice.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>SKILLS AND ABILITIES</b> | <ul style="list-style-type: none"><li>• Good interpersonal skills to communicate effectively with people who utilise services, carers and colleagues both internally and across a range of organisations and agencies.</li><li>• Ability to apply an evidence base and reflect on practice.</li><li>• Ability to work within a framework of social work ethics and values, including confidentiality.</li><li>• Ability to prioritise and to work effectively on own initiative as well as within a team.</li><li>• Computer literate with good written skills for report and assessment writing and presentation.</li><li>• Willingness to attend regular training opportunities.</li><li>• Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day.</li><li>• A Full UK Driving Licence – The Council is committed to making reasonable adjustments so whilst this job requires the jobholder to drive your application will still be considered if you are unable to drive due to a disability.</li><li>• 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 antioppressive practice frameworks.</li></ul> |
| <b>KNOWLEDGE</b>            | <ul style="list-style-type: none"><li>• Good working knowledge of all relevant Mental Health and Social Care legislation.</li><li>• Awareness of National policy and initiatives in Adult Social Care and Mental Health.</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

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|                                            | <ul style="list-style-type: none"> <li>• A working knowledge of models of mental disorders, and social work interventions including those related to learning disability and autism.</li> <li>• Familiarity and application of recent research.</li> <li>• Awareness of General Data Protection Regulations and confidentiality issues.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>KENT VALUES AND CULTURAL ATTRIBUTES</b> | <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> |