

Kent County Council
Job Description: Experienced Social Worker

Directorate:	Adult Social Care and Health
Unit/Section:	Disabled Children, Adults Learning Disability & Mental Health
Grade:	KSH
Responsible to:	Team Manager

Purpose of the Job:

Manage a Mental Health hospital discharge caseload of various levels of complexity. 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 in support of person-centred recovery planning. This will include person centred assessments, 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. 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 "Experienced Social Worker".

The postholder will take a lead on areas including self-neglect, mental capacity, self-directed support 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.

The Mental Health Discharge Service works closely together with the person and their family to ensure a wrap-around and person-centred approach. Our intervention considers the adult's needs from a social care perspective at the earliest opportunity on admission. We work collaboratively with partner agencies to ensure a holistic, person-centred, Care Act compliant, outcome-focussed and time-limited response to achieve timely and safe discharges.

The Mental Health Discharge team works with adults who are inpatients in Acute Mental Health Hospitals in Kent and including some out of area beds. The team work closely with the Integrated Care Boards (ICB), Kent and Medway Partnership Trust (KMPT), Review and Resettlement practitioners and KCC commissioners to provide a joined-up approach to assessing people's care needs under relevant legislative framework.

Main duties and responsibilities:

- Conduct proportionate and holistic assessments for clients with more complex mental health needs. Establish the client's abilities, circumstances, and support mechanisms to determine the level of resource required to optimise the individual's independence.
- Develop strong links with KMPT, ICB, Kent Enablement Service, locality voluntary sector and to offer an integrated response to service users and carers which

promotes independence and empowers individuals to develop their own recovery plans.

- Ensure that clients are empowered and actively participate in the assessment process and ensure that they are at the centre of decision making so that opportunities for choice and control over their support arrangements are optimised. Ensure enablement is promoted to clients with a view to assisting them to regain or increase levels of independence as far as possible.
- Identify and refer for specialist input into the Assessment as needed (for example: Sensory Services, Occupational Therapy, Autism Services, Health Services, Safeguarding) and work together with different agencies.
- Identify a person's eligible needs and outcomes. Explore all appropriate options and identify how best to meet these needs through the development of a Care and Support Plan. Refer the case through to the Practice Assurance panel, be accountable for your professional decision making and use the panel for validation of the decision making when the client has unmet eligible needs. To work with ICB and KCC staff to ensure that the quality of services being offered to patients is to a high standard and clear monitoring arrangements are in place.
- Provide professional advice and guidance to staff in the ASCH Directorate and multi-agency staff on a range of issues in relation to a client's support needs to enhance the decision-making process.
- Offer positive peer challenge and professional support. Support the maintenance of good practice standards and enable continued development of professional skills that meet service requirements. Lead and contribute to a range of service-related projects as they arise.
- Support the Team Manager in the supervision of an agreed number of staff in accordance with supervision protocols. Provide professional supervision for students on practice placements with the team, planning a range of work experience, supporting their development, monitoring progress, and supporting the embedding of the student's learning in practice.
- Develop and maintain effective working relationships across the organisation to ensure the smooth transition of clients through the operating model. Ensure that both the Directorate and client requirements are met and consistently delivered to determine the most appropriate care pathway for individuals.
- Create and maintain accurate, up to date and reliable data, information, and records in line with information governance framework requirements, standards and best practice to ensure compliance with legislation.
- Support the senior managers in building resilience within the team, responding to emergency planning issues and ensuring there are always business continuity arrangements in place.

- Contribute to safeguarding enquiries and address self-neglect concerns under the direction of 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 decision making including risk.
- Undertake other duties appropriate to your role, such as carrying out statutory responsibilities as an Approved Mental Health Professional or Best Interest Assessor.
- Maintain a personal awareness of legislation, policies, and procedures, particularly those relating to the Care Act, the Mental Capacity Act, safeguarding and self-directed support in order to apply a strong evidence base to ensure consistency and a high quality of service delivery.
- Attend regular in-house core training courses and compile a portfolio of evidence, supported by experiences in the field to achieve progression through the Professional Capability Framework/ Kent Social Care Capability Framework.

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.

Kent County Council
Person Specification: Experienced Social Worker

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.

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none">• Degree in Social Work and registration as a Social Worker with Social Work England• Competent to work at the Practitioner level of the Social Care Capabilities Framework for Registered Workers
EXPERIENCE	<ul style="list-style-type: none">• Post-qualification practice in Mental Health• Evidence of experience of safeguarding practice and the application of the Care Act and Mental Capacity Act in practice.• Significant post qualification experience, in Social Services, Health related agencies or related private or voluntary organisation, of a magnitude that enables the post holder to have achieved the relevant level of the Capabilities Framework.• Working in a multi-agency environment/partnership• Experience of undertaking Assessments and developing Care and Support plans.
SKILLS AND ABILITIES	<ul style="list-style-type: none">• Ability to communicate effectively with clients, carers, colleagues and partner agencies through written and verbal communications.• Ability to gather and assimilate information in order to complete Assessments and develop Care and Support Plans.• Ability to build and develop effective working relationships across a wide range of internal and external partners.• Good observational and functional assessment skills.• IT skills and effective use of Microsoft Office programs.• Able to work effectively under own initiative and as part of a team.

	<ul style="list-style-type: none"> • Ability to prioritise, forward plan and work effectively on own initiative as well as part of a team. Abilities to meet deadlines. • Supervision, mediation and negotiation skills • Ability to contribute to and lead a range of service-related projects. • Ability and commitment to support the Directorate's Equality and Diversity Policy Statement which is an integral part of the Directorate's service delivery. • Ability to travel across a wide geographical area in a timely and flexible manner to ensure the needs of the service are met. • Ability to work within a framework of social work ethics and values, including confidentiality. • Willingness to attend regular training opportunities. • The Directorate is committed to an Equal Opportunities policy which regards people as individuals regardless of age, ethnic origin, cultural values, disability, gender, sexual orientation or religion. It is therefore essential that the post holder recognises that equal opportunities are an integral part of the Directorate's service delivery and relationship with the public. The post holder will be expected to work within anti-discriminatory practice.
KNOWLEDGE	<ul style="list-style-type: none"> • An evidenced based understanding and application of key policies, legislation and statutory guidance, and eligibility criteria relating to provision of support to the client group, including the Care Act. • Understanding of Person-Centred Planning and approaches • Awareness of the local resources available in the community • Knowledge of potential safeguarding issues and understanding of the referral process. • Working knowledge of Direct Payments • Detailed understanding of the Mental Capacity Act and undertaking Mental Capacity Assessments.

	<ul style="list-style-type: none"> • Compliance with information governance, record retention, confidentiality issues and the General Data Protection Regulations of data protection and confidentiality issues. • A working knowledge of models of mental disorders and treatments, and approaches to social work intervention • Awareness of Data Protection and confidentiality issues.
BEHAVIOURS	<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>