

## Kent County Council

Job Description: *Social Worker - Community Deprivation of Liberty Safeguards (DoLS)*

<b>Directorate</b>	Children, Young People and Education
<b>Unit/Section</b>	Disabled Children and Young People's Team
<b>Grade</b>	KR10

### Job Purpose

Reduce the unauthorised community DoLS in Kent in preparation for the implementation of Liberty Protection Safeguards, ensuring applications are made for the highest risk cases as assessed by practitioners through use of the Kent screening tool.

Manage a caseload of community DoLS assessments, mental capacity assessments and applications to the Court of Protection, including highly complex cases in diverse situations, which require specialist experience and expertise, on behalf of Kent County Council, as determined by legislative requirements.

Provide professional expertise and advice to practitioners, and multi-agency partners, to assist in the ongoing development of an effective and high quality service that meets the requirements of relevant policies and procedures, in compliance with the Mental Capacity (Amendment) Act 2019 and in line with emerging case law.

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

### Accountabilities

1. Complete community DoLS applications to the Court of Protection – COP3, COPDOL11 in partnership with allocated Young Person(YP)'s social worker or social work assistant.
2. Liaise and meet with providers as part of the application process
3. Liaise with and inform family members/friends regarding the role of Rule 1.2 representative and provide guidance on completing consultation with the YP as part of the application and the COP24 witness statement
4. Write to the YP's GP to request confirmation of 'unsound mind' as part of the application and liaise with surgeries when there are delays and difficulties in obtaining the GP letter that are impacting on the length of potential unlawful deprivation of the YP.
5. Arrange and act as decision-maker at best interest meetings for community DoLS. Consider how to reduce restrictions and achieve least restrictive option in the context of risk.

- 6.** Make applications to the Court of Protection for a hearing in cases where there are objections, disputes or specific welfare issues that need to be decided in the YP's best interests by a court judge. Complete court work and attend hearings as part of ongoing proceedings.
- 7.** Continuous evaluation of community DoLS process and issues that arise and feedback to Community DoLS lead for Learning Disability and YP teams.
- 8.** Keep up-to-date with changes in law, policies, processes and systems.
- 9.** Develop and maintain effective relationships with YP case management teams, health and other external agencies to ensure that Directorate requirements are met.
- 10.** Attend and contribute to meetings and forums in relation to community DoLS as required. Develop good practice in compliance with the MCA 2005 for YP teams, promoting the legislation, community DoLS process and providing advice and support, in line with changes in legislation.
- 11.** Provide quality assurance of MCA and Community DoLS work within YP teams.

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 - Community Deprivation of Liberty Safeguards (DoLS)*

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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.

<b>Qualifications</b>	Degree in Social Work or other relevant professional qualification plus post-qualification as a Best Interest Assessor.
	Up to date registration with appropriate professional body Achieved the relevant parts of the post qualifying competency framework that are required to progress to experienced social worker level.
<b>Experience</b>	Completion of community DoLS applications – proven experience of completing a range of mental capacity assessments, particularly in relation to care and residence.
	Post-qualification experience, in Young Persons, Adult Services, Health related agencies or related private or voluntary organisation.
	Experience of casework spanning a range of complexity and client groups. Joint working with partner agencies.
<b>Skills and Abilities</b>	A high standard of assessment and report writing, using evidence-based practice and case law. Effective interpersonal and negotiation skills in order to communicate effectively with service users, colleagues and partner agencies. Computer literate Prioritise and work effectively on own initiative as well as part of a team. Work under pressure and open to feedback and challenges from other professionals in this complex area of work. Ability to work within a court setting. Has completed relevant MCA and DoLS training.
	Act as a mentor and demonstrate teaching skills in work with YP team workers.
	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.

<b>Knowledge</b>	<p>High level of working knowledge of MCA/DoLS and other relevant legislation and theories underpinning the provision of services to different client groups.</p> <p>High level working knowledge of Directorate and Corporate policies, procedures and practice.</p> <p>Expert understanding of relevant practice theories.</p>
	<p>Good understanding of joint working with partner agencies</p> <p>Good working knowledge of the Mental Capacity Act 2005 and MCA (Amendment) Act 2019 including MCA/DoLS compliance issues.</p> <p>Good working knowledge of case law, relevant recent research and governmental and corporate initiatives.</p> <p>Good working knowledge of adult safeguarding issues.</p> <p>Understanding of upcoming changes to the MCA legislation in the form of Liberty Protection Safeguards.</p>
	<p>Awareness of data protection and confidentiality issues</p> <p>Awareness of legislation relating to Equal Opportunities and KCC equality and diversity policies, procedures and legislation.</p>
<p>The post holder must be a currently qualified and practising Social Worker or Best Interest Assessor. The BIA professional qualification is stipulated by legislation, including the requirement to undertake annual DoLS refresher training and this would also be expected for this role. The post holder must apply training and emerging case law to their ongoing assessment work and court applications for highly complex cases.</p>	
<p><b>Kent Values</b></p> <p>Be Open</p> <p>Invite Contribution and Challenge</p> <p>Be Accountable</p>	