

## Kent County Council

### Job Description: Senior Practitioner - Mental Health 18+ Care Leavers Service.

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<b>Directorate:</b>	<b>Children, Young People and Education</b>
<b>Unit/Section:</b>	<b>18+ Care Leavers Service</b>
<b>Grade:</b>	<b>KR11</b>
<b>Responsible to:</b>	<b>Team Manager/Service Manager</b>

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

To work alongside and assist Personal Advisors working with care experienced young adults (care leavers aged 18-25yrs) who present with complex mental health needs. To provide consultation and advocacy in assisting these young adults in accessing mental health resources in the community so that they receive the appropriate support. To work in co-production with a range of statutory and non-statutory partners to maximise access to community and wellbeing resources in support of person centred recovery planning. This will include person centred assessment, planning, implementation, and evaluation of actions plans in collaboration with Personal Advisors and multi-agency partners. 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 "Advanced Practitioner/Professional Educator/Social Work Manager".

The post holder should have an understanding of the Care Leavers Act and other relevant legislation that applies to care experienced young adults, such as the Social Work Act 2017 and have an appreciation and understanding of "corporate parenting" as well as Adult Social Care and Mental Health legislation.

The Post holder will hold a small case load of highly complex cases (presenting with acute mental health issues). They will need to provide high quality advice and support to service colleagues and Personal Advisors, help share and manage risks in relation to complex mental health cases. This will include providing advice to senior managers to assist in appropriate service and case planning and may include attending panels to review cases.

To act as a practice educator for students and new workers, undertaking workshops to promote colleagues understanding of mental health issues and effective interventions. To complete assessments alongside such workers to provide expert advice and guidance. Apply professional leadership, expertise, skills, and advice to raise and maintain standards of professional social work. Ensure a safe, effective and high-quality service that meets agreed policies and practice requirements and delivers key social care agendas within a multi-agency context.

As a Senior Social Worker, the postholder may be asked to take a lead role on areas including safeguarding, self-neglect, mental capacity and may be asked to deputise for team managers and/or service managers and attend specialist meeting as required.

## **Main duties and responsibilities:**

- To take a lead role in developing strong links with primary and secondary care statutory partnership organisations, and the voluntary sector to offer an integrated response to people who use our service and carers. To promote independence and empower individuals to develop their own recovery plans and to prevent the need for ongoing involvement with statutory mental health services in line with the Care Act, the Children Leaving Care Act and the Children and Social Worker Act. To represent the 18+ Care Leavers Service in promotion of these links.
- Manage in co-production with Personal Advisors, a case load of high complexity, diversity, and risk. This will include the assessment, development and review of care and support plans, community care and residential packages, in collaboration with primary and secondary care colleagues, the Kent Enablement and Recovery service, and voluntary sector staff. Monitor the use of resources to ensure their effective utilization in line with service delivery requirements.
- To carry a small case load of highly complex cases (acute and enduring mental health issues).
- Oversee discharge planning of service users admitted to Hospital, especially those admitted to a Mental Health Unit. Attend CPAs and Multidisciplinary meetings.
- Provide consultation and advice to senior colleagues when considering high cost placement options to ensure the most effective deployment of resources to meet young people's needs and support requirements.
- A high-quality resource of professional social work knowledge and expertise to multi agency working arrangements. To include assessments, group meetings, joint work, case audits and reviews. Assist social care staff to deliver an effective and well-informed service within an integrated team setting which meets the requirements of Mental Health Act, Care Act, Mental Capacity Act and Human Rights legislation and Children's social care legislation.
- To promote the concept of "good corporate parenting" with all partner agencies and advocate on behalf of care experienced young adults to ensure appropriate access to services as needed. To be a link between the 18+ service and adult mental health social care services and help resolve any operational barriers that prevent young adults receiving the support they need
- Provide a range of written and verbal reports and attend and advise at key meetings, e.g. Mental Health Review Tribunals, CPA / care planning meetings, adult protection conferences and placement stability meetings as required.
- Post holder may be required to provide high quality reflective supervision and should assist in the promotion of a learning and development culture in the service. Acting as a practice educator for social work students, assessing and supporting newly qualified social workers undertaking the Assessed and Supported Year in Employment (ASYE) if the opportunity presents for the service to take a newly qualified member of staff).
- Maintain an awareness in changes in mental health theories, legislation, KCC policies, and 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 practice.

- Contribute to the work of the management team, as required, to ensure comprehensive cover of key management functions.
- Ensure information systems and client records are effectively maintained and shared as appropriate in accordance with KCC Children's and Adult Social Care & Health policy, to provide up-to-date and accurate information, upon which decisions affecting service delivery can be made.
- Actively participate in, and contribute to, your 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 in addition to those agreed in your TCP action plan. Actively pursue development opportunities to address gaps in your Safeguarding Capability framework and to achieve progression in line with the PCF.

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: Senior Practitioner - Mental Health 18+ Care Leavers 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 shortlisted.

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

	<b>CRITERIA</b>
<b>QUALIFICATIONS</b>	<p>Degree in Social Work or equivalent and registration as a social worker with the Social Work England</p> <p>Meet the requirements of Practice Educator Standards stage 2</p>
<b>EXPERIENCE</b>	<p>Significant diverse post qualifying experience in working in integrated adult or children's mental health 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 Advanced Practitioner/Professional Educator/ Social Work Manager level</p> <p>Experience of research in evidence-based practice and leading on the evaluation and improvement of services</p> <p>Experience of seeking and acting on feedback from people who use mental health services and carers to improve the patient experience</p> <p>Experience of providing consultation, mentoring, and developing colleagues and liaising with other service providers</p>
<b>SKILLS AND ABILITIES</b>	<p>Ability to work within an integrated partnership environment and to contribute to working groups and the dissemination of information consistently across the Directorate</p> <p>Ability to manage a complex case load and act as lead professional</p> <p>Ability to assess and manage effectively the performance and development needs of social work staff</p> <p>Ability to act as a mentor and demonstrate teaching skills</p> <p>Effective negotiating and interpersonal skills</p> <p>Ability to identify ways to overcome issues that threaten delivery of services, escalating risks where appropriate and dealing with emergency situations</p>

	<p>Ability to contribute to research and monitoring of agency functioning and effectiveness</p> <p>Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day</p> <p>Computer literate with good written skills for report and assessment writing and presentation</p> <p>KCC is committed to an Equal Opportunities policy that respects people as individuals regardless of age, ethnic origin, gender, sexual orientation, disability, or religion. It is therefore essential that the post holder recognises that equal opportunities are an integral part of the local authority's service delivery and relationship with the public. The post holder will be required to work within anti-discriminatory practice.</p>
<b>KNOWLEDGE</b>	<p>Good working knowledge of all relevant Mental Health and Social Care legislation and Codes of Practice</p> <p>Good working knowledge of Social Work England requirements</p> <p>Good working knowledge of directorate and corporate procedures and joint working practices relating to Mental Health</p> <p>Good knowledge of local and national policy and initiatives in social care and mental health</p> <p>An understanding of The Children Act 1989 and related Acts such as the Care Leavers Act 2000. Including an understanding of and appreciation of the values of corporate parenting</p> <p>Good working knowledge of models of mental disorder treatments, and approaches to social work intervention including complex family dynamics</p> <p>Understanding of data quality and validation issues and ability to ensure accurate inputting of data and information to maintain its integrity and store it safely and correctly</p>
<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</p>

	<p>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>
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