

## Kent County Council

### Job Description: *Social Worker - Early Discharge Planning Team*

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<b>Directorate:</b>	<b>Adult Social Care and Health</b>
<b>Unit/Section:</b>	<b>Social Worker, Early Discharge Planning Team</b>
<b>Grade:</b>	<b>KSG</b>
<b>Responsible to:</b>	<b>Team Manager – Early Discharge Planning Team</b>

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

The Early Discharge Planning Team is KCC's acute mental health hospital discharge team. The team works with adults who are inpatients in Acute Mental Health Hospitals in Kent and including some out of area hospitals. Our mission is to help people leave hospital safely and smoothly, working closely with NHS partners, Integrated Care Boards (ICB) and other agencies. We believe in a joined-up, person-centred approach, making sure every discharge is safe, timely, and tailored to individual needs.

Our intervention considers the adult's needs from a social care perspective at the earliest opportunity on admission. By working collaboratively with partner agencies, we ensure a holistic, person-centred, Care Act compliant, and outcome-focused response to achieve timely and safe discharges.

#### **Main duties and responsibilities:**

- Carry out appropriate and proportionate assessments, which consider strengths and capabilities and what support might be available from the person's wider network.
- Work with individuals to develop care and support plans that ensure choice and control over support arrangements and which evidence that all interventions promote wellbeing, safety, independence and autonomy.
- Provide a holistic approach to interventions, working with the whole person, their family or system, building relationships and networks, enabling individuals, their families and carers to achieve sustainable change and agreed outcomes.
- Work with multidisciplinary partners to deliver holistic assessments, effective risk management, and support planning.
- Manage care and support to clients in partnership with their service provider and local health and social care network. Monitor, review and modify care and support plans with clients, and work with service providers to support clients in working towards their goals and outcomes to optimise their independence and wellbeing.
- You will take a lead on practice 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.
- Support and, participate in, joint and integrated working with a range of teams including safeguarding teams, partner organisations and other parties to offer a

broad range of options to clients and carers. Participate in multi-disciplinary meetings with partners where required.

- Develop and maintain knowledge of available resources to support clients and their carers in the commissioning of ongoing services. Through a range of interventions, direct management and signposting, support clients to access the voluntary sector, information, advice and advocacy
- Support the maintenance of good practice standards and enable continued development of professional skills that meet service requirements. Support the 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.
- 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.
- Demonstrate social work values and ethics to work effectively with people and families to make the most of their emotional and practical assets as well as accessing the care and support they need.
- Work collaboratively with multidisciplinary and multi-agency partners (including NHS, ICBs and other agencies) to enable safe and effective discharges.

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 - Early Discharge Planning 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.

	<b>CRITERIA</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"><li>• Degree or Diploma level qualification in a relevant field</li><li>• (or equivalent). Registered practitioner in Social Work</li><li>• Up to date registration with Social Work England</li><li>• Competent to work at the experienced practitioner level of the Social Care Capabilities Framework for Registered Workers.</li></ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"><li>• Post qualification experience in Social Care, 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.</li><li>• Experience of managing and reducing risk and experience completing safeguarding enquiries</li><li>• Experience of multi-agency/partnership working.</li><li>• Experience of Assessment and Care and Support Planning</li><li>• Experience in supporting people with high level complex needs</li><li>• Experience in supervising other members of staff.</li></ul>
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"><li>• Good communication and listening skills</li><li>• IT skills and effective use of Microsoft Office programs</li><li>• Build and develop relationships with wider partners and work together to enable people to achieve their personal outcomes</li><li>• Ability to work as part of a team and with staff at all levels (excluding external partners)</li><li>• Ability to prioritise, forward plan and work effectively on own initiative as well as part of a team</li><li>• Supervision, mediation and negotiation skills</li><li>• Ability and commitment to support the Directorate's Equality and Diversity Policy Statement which is an integral part of the Directorate's service delivery</li><li>• Innovative thinking and an awareness of new services and initiatives meet eligible needs and a positive approach towards meeting outcomes and promoting independence</li><li>• Undertake critical reflection and seek personal development opportunities.</li><li>• Willingness to learn through practice, supervision and training</li><li>• A Full UK Driving License – 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</li></ul>

	<p>are unable to drive due to a disability.</p> <ul style="list-style-type: none"> <li>• Work towards getting appropriate skills (including social supervision) to your grade to suit the needs the business</li> <li>• Ability to work flexibly and reacting for business continuity, including cover for bank holidays, weekends and evenings.</li> </ul>
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Knowledge of all relevant social care legislation, policy and procedures and Codes of Practice</li> <li>• Understanding of the Equality Act 2020 and principles of anti-discriminatory practice</li> <li>• Understanding of the local authorities' duties in safeguarding adults and children</li> <li>• Compliance with information governance, record retention, confidentiality issues and the General Data Protection Regulations</li> <li>• Professional supervision of a range of resources and financial management ability</li> <li>• Knowledge of the resources available across adult social care and in the Local Community.</li> </ul>
<b>KENT VALUES AND CULTURAL ATTRIBUTES</b>	<p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• We are brave. We do the right thing, we accept and offer challenge</li> <li>• We are curious to innovate and improve</li> <li>• We are compassionate, understanding and respectful to all</li> <li>• We are strong together by sharing knowledge</li> <li>• We are all responsible 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>