

Kent County Council

Job Description: *Experienced Social Worker*

Directorate: Adult Social Care and Health
Unit/Section: Disabled Children, Adults Learning Disability & Mental Health
Grade: KR10
Responsible to: Team leader

Purpose of the Job:

Manage a Mental Health caseload of a high level of complexity. Work in co-production with a range of statutory and non-statutory partners, people who use our service, and carers in order 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 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 should also practice as a Mixed role AMHP and take a lead on areas including safeguarding, self-neglect, mental capacity, self-directed support, social supervision 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.

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 who use our service and carers which promotes independence and empowers 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.
- Manage a Mental Health caseload of high complexity and diversity. 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, the Kent Enablement and Recovery service, and voluntary sector staff, to effectively meet the social care 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 complex safeguarding and self-neglect concerns following consultation and direction by the locality designated senior officer, ensuring adherence to the requirements of the Care Act, Mental Capacity Act and multiagency 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. This will include practicing as a Mixed role AMHP, taking a lead in the duty system and providing high quality reflective supervision

for qualified/unregistered social care staff/social work students to develop their skills, expertise and practice while promoting, self-directed support and co-production. Support social workers to progress cases, minimising the risk of dependency and providing short term social work intervention. Undertake the role of social supervisor for people subject to Ministry of Justice restrictions and practice as a BIA assessor if required.

- Contribute to and review the development of the Mental Health 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 service and their families/ networks, including those in transition between services.
- 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 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.
- Ensure information systems and client records are effectively maintained and shared as appropriate in accordance with KCC Adult Social Care & Health policy in order to provide up-to-date and accurate information, upon which decisions affecting service delivery can be made.
- Maintain an awareness in changes in mental health theories, legislation, KCC policies, local and agency practices in order 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.

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: *Experienced Social Worker*

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
QUALIFICATIONS	<ul style="list-style-type: none"> • Educated to degree (or CQSW/DipSW) level in social work or registration as a social worker with Social Work England. • Meet the requirements of the KCC Practice Educator standards Stage 1 or willingness to train. • Current AMHP warrant.
EXPERIENCE	<ul style="list-style-type: none"> • Proven experience of 3 years diverse post qualification practice experience in Mental Health. • 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 Experienced Social Worker level.
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Ability to supervise and develop social work staff and to mediate and negotiate. • Good interpersonal skills to communicate effectively with service users and colleagues and ability to work effectively with a range of agencies. • Demonstrates robust and person- centered skills relating to safeguarding, self-neglect, mental capacity, self-directed support and co-production. • Computer literate with good written skills for report and assessment writing and presentation. • Ability to work within a framework of social work ethics, including confidentiality. • Ability to work effectively on own initiative as well as within team. • Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day. • 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 the equal opportunities as an integral part of the Directorates 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"> • Good working knowledge of all relevant Mental Health and Social Care legislation and local and national policies and initiatives.

	<ul style="list-style-type: none"> • Good working knowledge of HCPC requirements. • Good working knowledge of directorate and corporate procedures and practice and joint working practices relating to Mental Health. • Good knowledge of local and National policy and initiatives in social care and mental health. • A good working knowledge of models of mental disorder, treatments, and approaches to social work intervention including complex family dynamics.
<p>KENT VALUES AND CULTURAL ATTRIBUTES</p>	<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>