

## Kent County Council

Job Description: *Social Worker - Promoting Independence*

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**Directorate:** Adult Social Care and Health  
**Unit/Section:** Older People and Physical Disability  
**Grade:** KR 9  
**Responsible to:** Senior Practitioner - Promoting Independence

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

Work within the local social care and health systems, to support clients using their networks, to ensure support is appropriately coordinated and communication is effective between agencies. Use a strengths based approach to maximise strengths identified through assessment to enable people to meet desired outcomes and needs and maintain wellbeing.

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

1. Carry out appropriate and proportionate assessments, which consider strengths and capabilities and what support might be available from the person's wider network.
2. 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.
3. 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.
4. 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.
5. Work closely with service providers to conduct reviews, including annual statutory reviews, of clients' care and support plans to ensure the level of service is appropriate to meet their assessed eligible needs and monitor to address any changing needs.
6. Manage crisis intervention to meet immediate requirements and reduce risk, using positive risk assessment policy and tools.
7. 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.
8. 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

9. 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.
10. 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.
11. Support senior managers when responding to emergency planning issues and ensuring there are business continuity arrangements in place at all times.
12. 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.
13. Research, demonstrate and apply the relevant theories and methods of social work practice to complex situations, to help support people to achieve identified outcomes. Use evidence and value based practice to inform complex analysis, recommendations and decisions needed to support, empower and protect clients.
14. Apply the social work model within a multi-professional working environment actively ensuring a collaborative approach is taken to linking and co-ordination of interventions and input required as part of a multi-agency approach.

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.

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
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"><li>• Relevant degree, diploma or related professional qualification in Social Work. Up to date registration with Social Work England.</li><li>• Competent to work at the Newly Qualified Social Worker or Social Worker level of the Professional Capability Framework for Social Work</li></ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"><li>• Experience in Adult Social Services, Health related agencies or related private or voluntary organisation.</li><li>• Completion of an assessed student placement and portfolio of evidence to support this and evidence of individual performance during practice placement where appropriate; or</li><li>• Completion of an assessed first year of practice (ASYE) and portfolio of evidence to support this</li><li>• Knowledge of relevant legislation and policy frameworks</li><li>• Evidence of knowledge and understanding of safeguarding practices and having undertaken Mental Capacity Act training, or for NQSWs willingness to undertake the relevant training</li></ul>
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"><li>• Effective interpersonal skills to communicate effectively with service users, colleagues and partner agencies.</li><li>• Ability to prioritise and to work effectively on own initiative as well as part of a team.</li><li>• Able to effectively manage conflict</li><li>• Effective written and IT skills for report and assessment writing and communication.</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 deliver and relationship with the client to respect people as individuals regardless of age, ethnic origin, cultural values, disability, gender, sexual orientation or religion.</li><li>• Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day in accordance with the requirements of the job and extended access hours working.</li></ul>

<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Understanding of adult social work practice, policies, procedures and protocols.</li> <li>• Knowledge of the relevant legislation and theories underpinning the provision of services to the relevant client group.</li> <li>• Understanding of social work theories and the dynamic between theory, research, evidence and expertise in the use of professional judgement and decision making</li> <li>• Good working knowledge of directorate and corporate policies, procedures and practice</li> <li>• Good understanding of integrated and joint working with partner agencies</li> </ul>
<b>BEHAVIOURS AND KENT VALUES</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><b>Open</b></p> <ul style="list-style-type: none"> <li>• Value for money thinking</li> <li>• Innovative thinking</li> <li>• Risk managers</li> <li>• Managing expectations</li> <li>• Political awareness of unpopular decisions</li> <li>• Honesty/bravery</li> <li>• Solutions focussed</li> </ul> <p><b>Invite contribution and challenge</b></p> <ul style="list-style-type: none"> <li>• Co-production</li> <li>• Collaborative</li> <li>• Competition</li> <li>• Working together</li> <li>• Information Sharer</li> <li>• Integrated thinkers</li> </ul> <p><b>Accountable</b></p> <ul style="list-style-type: none"> <li>• Professionalism</li> <li>• Seeking constant improvement</li> <li>• Quick response in relation to delivery</li> <li>• Acting as a commercial business</li> <li>• Innovator</li> <li>• Capacity builder</li> <li>• Creative</li> <li>• Resilient</li> </ul>

