

Job Description

For streamlined positions

This form is used to provide a complete description of the specific job (or role) and defines the skills, knowledge and abilities required to undertake the specific and generic role profile.

Section A: Specific Role Profile

The specific role profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the job role and a brief description of the main duties.

Role Details

Job Title:	Social Worker	JEID	SW003
Salary Grade:	Grade K		
Team:	Stratford Older People Team		
Service Area:	Social Care & Support		
Primary Location:	Saltway Centre Stratford Upon Avon CV37 9DD		
Political Restriction	This position is not politically restricted.		
Responsible to:	Team Leader/ Operations manager within Stratford Older Peoples Team		
Responsible for:	Social Care Service within the Stratford Older People Team		

Role Purpose

To undertake robust, strengths based and outcome focused assessment and support planning with customers and carers them to identify their own needs and outcomes. Working to empower and promote independence and wellbeing whilst maximising people's own strengths and networks. You will work in communities, where possible focusing on prevention, using community led support approaches to maximise their life chances and outcomes. You will ensure that public resources are used efficiently. You will also be responsible for arranging services and liaising with other professionals, agencies, and providers as appropriate.

Role Responsibilities

- Having strengths based conversations and undertaking strengths based assessments/reviews in consultation with customers, carers and other professionals as partners in the care management process involving advocates. The assessments will be conducted either in the customer's own home or remotely.
- Applying a creative and innovative approach to define, design and cost packages of support using universal services, private and voluntary agencies in accordance with service & eligibility criteria.
- To liaise with all interested agencies to ensure that service provision remains appropriate to the needs of the individual, taking into account the person's race, cultural needs, religious needs, gender and background.

- To participate fully in the duties of the team, including the duty/referral systems, team meetings and other meetings determined by the Team Leader and/or Operations Manager.
- To be accountable to the Team Leader and to participate in regular supervision, training and team meetings.
- To monitor, review and evaluate individual packages of support in conjunction with customers, carers and service providers.
- Maintain accurate and concise case records and produce reports on time using the departments database.
- To support students on practice placements and/or newly qualified social workers undertaking the ASYE (Additional Supervised Year of Employment). To assist the Team Leader in all aspects of staff development, providing support and advice to colleagues.
- To maintain confidentiality in all aspects of work on behalf of the Department.
- Undertake all of the above in accordance with statutory and Directorate policies and procedures.
- Any other duties that the County Council shall from time to time determine.
- To ensure that health and safety responsibilities are carried out in accordance with the councils Health & Safety policy and procedures.

Section B: Generic Role Profile

The generic role profile provides a list of the main tasks that cover the broad range of duties and responsibilities performed at this level for the job role. An employee may not be undertaking all of these at any one time, but they could be expected to do so under their contract of employment.

Generic Role Details

Job Role:	Social worker Level 3
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Main Tasks

- To provide an outcome focused social work service in line with the Social Work England professional standards.
- To work with the legislative frameworks and local authorities' policies and procedures in providing a social work service.
- To take responsibility for planning and actively participating in supervision in order to ensure that Social Work Practice is underpinned by line manager accountability recognising the need for increased supervision to manage highly complex cases.
- Manages a varied caseload to support vulnerable people who meet the threshold for services including those who have complex and/or challenging needs.

- To undertake a wide range of complex assessments of need/risk to devise support plan to meet identified outcomes, working in partnership with customers/service users, agencies and other networks.
- Identify, source and review the support and services provided to ensure this continues to meet eligible needs and identified outcomes.
- To maintain and facilitate professional working relationships with partner agencies and others for the delivery of services.
- Take a key worker role in responding to safeguarding vulnerable people with managerial oversight for strategy meetings, conferences and reviews where appropriate.
- Ensure that all recording of Social Work activity is carried out in accordance with policy and procedures with due regard to data protection.
- Attends appropriate continuous professional development activities as are required and suitable, in agreement with the line manager and contributes to the professional development of colleagues, for example, through mentoring, practice assessing and in being 'team champion' for specific areas of practice.
- To be able to respond flexibly to service need including working within another locality within the local authority.

Section B: Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have in order to perform the job.

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

Essential Criteria

Assessed By:

Professional SW qualification and current registration as a social worker with Social Work England.	A,I,D
Completion of Assessment and Supported Year of Employment (ASYE). Completion of those aspects of Early Professional Development (EDP) programme (as defined in WCC Career Progression Framework) or equivalent.	
Evidence of ongoing commitment to continuous professional development of self and others as per Social Work England requirements and Professional Capabilities Framework. Specific commitment to meeting the requirements of Warwickshire's Social Work Career Pathway.	
The ability to interpret and critically analyse varied and complete information or situations with a proposed solution or a plan of action.	A,I
The ability to utilise a range of communication skills to engage and work with vulnerable people who may present with complex and challenging needs in order to meet desired outcomes.	A,I
The ability to undertake assessment of a range of needs and situations, including those more complex, in developing appropriate plans in partnership with other people.	A,I
The ability to represent the local authority in a range of settings.	A,I

Understands and keeps abreast of the complex climate in which we operate.	
The ability to act autonomously within agreed levels of accountability, seeking guidance from line managers when responding to significant circumstances or situations e.g. policy, budgetary and resource implications.	A,I
The ability to work under significant pressure to meet deadlines which may be unpredictable, and deal with competing demands.	A,I
The ability and resilience to manage the intense emotional demands that arise from working with vulnerable individuals and groups.	A,I
<p>The ability to work professionally and flexibly with members of your team and the wider organisation.</p> <p>Non-disabled applicants must be able to drive, have a full, valid driving licence and have a vehicle available for work. Disabled applicants must be able to drive in order to perform the functions of the role (with assistance where necessary).</p> <p>To be computer literate and operate a range of information technology systems in order to meet service need in relation to the social work role.</p> <p>The ability to communicate fluently, in writing and verbally, with a wide and varied range of people in a manner that inspires confidence to the social work profession.</p> <p>To be able to undertake the full range of responsibilities and duties as prescribed within the main tasks for a level 3 social worker.</p>	A,I

Desirable Criteria

Assessed By:

Experience of working with Older People using strength based models	A,I
Experience of working with Mosaic	A,I
Confident when working with Continuing Health Care processes	A,I
Supporting and mentoring Social Work students	A,I

Section C: Working Conditions

The working conditions relate to those non-contractual elements of the job that may impact on the holder of the position, as well as those workplace-based responsibilities that are part of this job. These are not contractual but provide a guide to the working conditions and the potential hazards and risks that may be faced.

Health & Safety at Work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Warwickshire County Councils Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post/ role.

Potential Hazards & Risks

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked). The purpose of recording this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks. These hazards and risks should be based on the appropriate activity, process and/or operation risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the 'other' section.

<input type="checkbox"/> Provision of personal care on a regular basis	<input type="checkbox"/> Driving HGV or LGV for work
<input type="checkbox"/> Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	<input checked="" type="checkbox"/> Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work purposes)
<input type="checkbox"/> Working at height/ using ladders on a regular/ repetitive basis	<input checked="" type="checkbox"/> Restricted postural change – prolonged sitting
<input checked="" type="checkbox"/> Lone working on a regular basis	<input type="checkbox"/> Restricted postural change – prolonged standing
<input type="checkbox"/> Night work	<input type="checkbox"/> Regular/repetitive bending/ squatting/ kneeling/crouching
<input type="checkbox"/> Rotating shift work	<input type="checkbox"/> Manual cleaning/ domestic duties
<input type="checkbox"/> Working on/ or near a road	<input type="checkbox"/> Regular work outdoors
<input checked="" type="checkbox"/> Significant use of computers (display screen equipment)	<input checked="" type="checkbox"/> Work with vulnerable children or vulnerable adults
<input type="checkbox"/> Undertaking repetitive tasks	<input type="checkbox"/> Working with challenging behaviours
<input type="checkbox"/> Continual telephone use (call centres)	<input type="checkbox"/> Regular work with skin irritants/ allergens
<input type="checkbox"/> Work requiring hearing protection (exposure to noise above action levels)	<input type="checkbox"/> Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
<input type="checkbox"/> Work requiring respirators or masks	<input type="checkbox"/> Work with vibrating tools/ machinery
<input type="checkbox"/> Work involving food handling	<input type="checkbox"/> Work with waste, refuse
<input type="checkbox"/> Potential exposure to blood or bodily fluids	<input checked="" type="checkbox"/> Face-to-face contact with members of the public
<input type="checkbox"/> Other (please specify):	