

## Role profile

<b>Job Title:</b>	Social Worker	<b>Grade:</b>	10
<b>Department:</b>	Independent Living services	<b>Post no.:</b>	64260
<b>Directorate:</b>	Adults and Public Health	<b>Location:</b>	Various

<b>Role reports to:</b>	Head of Service
<b>Direct reports:</b>	Team Manager
<b>Indirect reports:</b>	Senior social worker

## Job description

Recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain a Disclosure and Barring Service (DBS) check.

### Purpose of role:

- To work as a part of a multi-disciplinary team providing consistent, timely, quality and financially sustainable social work services to adults, their carers and their families.
- To improve outcomes for adults, enabling them to have security, stability and enabling them to develop independence.
- To maintain high standards of professional practice and to provide social work services to adults in accordance with the legislative and regulatory framework and departmental guidance and procedure.

### Key accountabilities:

- To carry out the most complex strength-based assessments of adults, their carers and their families. To take a lead role in co-ordinating other professionals to provide specialist assessments. As a result of these assessments, to recommend appropriate action or services to meet the needs of adults.
- At all times, to identify areas of need and/or risk of harm and to ensure appropriate safeguarding practices/measures are observed/in place.

- To undertake supportive and preventative work with individuals and families including supporting a carer/family to maintain care for an adult at home as well as supporting adults in other settings, including the Ealing Shared Lives service. Providing the highest level of support to families with complex needs and possibly with specialist knowledge/expertise in a particular area – for example, substance misuse and mental health.
- To undertake visits as required to adults, their carers and their families.
- To take a lead role (at times supporting other less experienced Social Workers) and the necessary action to arrange the least restrictive care for adults who cannot continue to be cared for within the community and without the intervention of the department.
- To work with adults who are looked after by the department or referred by outside agencies and to work towards rehabilitation wherever appropriate. To work in partnership with families and all other parties involved in an adult's life to develop care plans that meet their needs. Utilise professional expertise to enable adults to be supported either at home or in placement.
- To support adults in placements and enable good communication between their carers, their families and professionals.
- To take a lead in carrying out safeguarding investigations where adults are thought to be in need of care and control, exposed to danger, ill treatment or neglected and to take appropriate action. To support other less experienced Social Workers.
- To maintain a sound and up to date working knowledge of relevant legislation, regulation, guidance and best practice. To utilise knowledge of local community and Council and partner organisations' information sources.
- To keep and maintain accurate, quality and up to date client records relating to visits made and all other work carried out. Reports to be placed on correct form on client files and reviews of current cases to be undertaken with senior colleagues.
- To work with other agencies and professionals to ensure the best outcomes for adults.
- As part of service provided to clients, liaise with relevant colleagues in other service areas and Council Departments.
- To maintain confidentiality and comply with the principles of data protection; be able to recognise and respond appropriately to situations where it is necessary to share information to safeguard service users, carers or others.
- To be proactive in implementing the Council's Equality and Diversity policy, both in professional practice and service delivery.

- To support the Council's vision for Adults Services in line with overall corporate objectives.
- To develop a comprehensive knowledge and understanding of departmental policies and procedures.
- To represent the team on working groups or liaison/multi-disciplinary meetings which may include Health, Housing and other agencies.
- Take responsibility for own continuous professional development, supervision and learning.
- To contribute to training and development activities on practice issues; to develop professional expertise in a relevant specialism, for example, Practice Educator.

#### **Key performance indicators:**

- Ensuring statutory responsibilities are met in relation to all relevant legislation, regulations and guidance.
- Ensuring that all cases are handled to the highest professional standard and within the legal, ethical boundaries of the profession. Cases to be managed as expediently as possible ensuring the right strength-based outcomes for adults at risk of abuse or neglect or requiring support in the Borough.

Personal professional practice is aligned to the standards laid out in the Professional Capabilities Framework and the DoH's "Knowledge and Skills Statement for Social Workers in Adult Services".

#### **Key relationships (internal and external):**

- Children and Adults Directorate
- Staff and services within Adults Services
- Multi-disciplinary professionals within/outside the organisation
- Legal department
- Police
- Health
- Voluntary Services
- Social Care Training & Development
- Housing
- Other relevant organisations and agencies

**Authority level:**

- No direct supervisory reports or financial resources.
- Observes departmental policies, procedures and codes of practice.

**Additional Requirements:**

- Any other duties appropriate to the post and grade

## Person specification

Community and partnership working are essential for all roles as are a commitment to Equality, Diversity and Inclusion and ensuring Health and Safety at Work for everyone working at Ealing Council.

**Candidates please address the criteria marked with (\*\*) only in your application. Please give examples.**

**Essential knowledge, skills and abilities:**

- 1 \*\* Ability to practise within the legal and ethical boundaries of the profession, managing dilemmas and conflicting values professionally in practice and respecting the confidentiality and the dignity of others.
- 2 \*\* Knowledge and application of relevant current social work legislation and associated policies, theories, research and frameworks to inform social work practice.
- 3 Ability to apply a wide range of knowledge and skills to help build relationships, resource and resilience so that the welfare of the adult is paramount.
- 4 Understanding of ethical issues in relation to consent and engagement, including the appropriate use of the Mental Capacity Act.
- 5 Ability to prioritise work, exercise initiative and use personal authority appropriately.
- 6 Ability to critically reflect upon and analyse information from a wide range of evidence sources to inform decision-making/strength-based outcomes.
- 7 Effective interpersonal and communication skills, both verbal and written, to enable sound dialogue with service users, colleagues and other multi-disciplinary professionals.
- 8 \*\* Ability to identify and assess levels of risk/s and need/s.
- 9 \*\* Ability to use effective evidence-based interventions to plan, engage, monitor and evaluate the outcome of those interventions.

- 10 \*\* Ability to take responsibility for own conduct, practice and learning; active engagement in personal continuous professional development and supervision and understanding of the value of these.
- 11 Ability to use IT systems and software packages to maintain accurate and comprehensive work records (e.g. assessments, reviews and plans).
- 12 \*\* Ability to proactively engage with colleagues and a range of organisations, to identify, assess, plan and support the needs of service users.
- 13 Ability to enable the learning of others (including willingness to secure Practice Educator accreditation).
- 14 Specialist expertise in a relevant area of practice.

**Essential qualification(s) and experience:**

- 1 Professional social work qualification: CQSW, DipSW, CCETSW approved equivalent, social work degree.
- 2 Social Work England registration.
- 3 Post-qualification experience in an Adults' social care setting.
- 4 Experience of building purposeful, effective relationships with adults, their carers and their families.

## Values and behaviours

Improved life for residents	Trustworthy	Collaborative	Innovative	Accountable
<ul style="list-style-type: none"> <li>• Is passionate about making Ealing a better place</li> <li>• Can see and appreciate things from a resident point of view</li> <li>• Understands what people want and need</li> <li>• Encourages change to tackle underlying causes or issues</li> </ul>	<ul style="list-style-type: none"> <li>• Does what they say they will do on time</li> <li>• Is open and honest</li> <li>• Treats all people fairly</li> </ul>	<ul style="list-style-type: none"> <li>• Ambitious and confident in leading partnerships</li> <li>• Offers to share knowledge and ideas</li> <li>• Challenges constructively and respectfully listens to feedback</li> <li>• Overcomes barriers to develop our outcomes for residents</li> </ul>	<ul style="list-style-type: none"> <li>• Tries out ways to do things better, faster and for less cost</li> <li>• Brings in ideas from outside to improve performance</li> <li>• Takes calculated risks to improve outcomes</li> <li>• Learns from mistakes and failures</li> </ul>	<ul style="list-style-type: none"> <li>• Encourages all stakeholders to participate in decision making</li> <li>• Makes things happen</li> <li>• Acts on feedback to improve performance</li> <li>• Works to high standards</li> </ul>