

## **Job Description**

<b>DIRECTORATE:</b>	Social Services & Wellbeing
<b>DEPARTMENT:</b>	Adult Social Care
<b>POST:</b>	Social Worker 1 2 & 3 - Bridgend Adult Social Care Services: Integrated Community Services
<b>GRADE OF POST:</b>	Social Worker 1 - Grade 10 - Newly Qualified/First year in practice Social Worker 2 – Grade 11 Social Worker 3 - Grade 12 - Subject to consolidation and a minimum of 2 years post qualifying experience.
<b>RESPONSIBLE TO:</b>	Team Manager ICS Team

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### **JOB PURPOSE:**

As a social worker in the Integrated Community Services team, you will provide a strength-based outcome focused enabling response to adults affected by the issues of disability, frailty, learning disabilities, mental health, and dementia, that require a timely social work response. Working with a multidisciplinary approach, your role will be to provide a Social Work service, including assessment of needs, and where eligible care and support plans, and where appropriate care and treatment plans, that will promote the independence and wellbeing of individuals, their families, and carers, focusing on 'what matters' to people. Where practicable, you will focus on prevention and self-management, enabling individuals to sustain independence through a combination of assessment, care and support and other practical interventions.

Working within an integrated team covering the Integrated Team Network of the Bridgend borough to offer advice and support to adults over the age of 18 who need support to maintain their independence and wellbeing and help to achieve their agreed outcomes, in addition to supporting carers in their own right.

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### **PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:**

- To hold and be responsible for a proportionate to experience caseload, working in partnership with individuals, their carers and families, other professionals, and voluntary organisations in a person-centred, strength based, outcome-focused way.
- To complete high quality assessments of the needs of individuals, their families, and their carers with other relevant professionals which will guide the formation of the relevant and associated plans of care and support, and plans of support for carers.

- For people with identified eligible needs you will develop collaboratively with people, strength-based plans of support in partnership with other relevant professionals; reviewing and evaluating those plans to ensure they support what matters to people.
- To work effectively and collaboratively as a member of a multi-professional team contributing to multi-disciplinary, integrated working, supporting high risk and complex cases, liaising with other relevant teams, council department and external agencies where and as required.
- To Plan and commission responses to minimise risks to independence and meet identified needs, monitoring and reviewing outcomes achieved with people we support and their families and carers.
- For first year in practice social workers, to complete their first year in practice and consolidation programme.
- To comply with the Directorates Performance Management Framework and working within the relevant legislative, regulatory and policy framework, and associated code of practice and policies in line with joint practice arrangements.
- Managing and being responsible for the resources of the directorate and health board as delegated and required.
- Maintaining up to date recording on the electronic files, and relevant documents as required by the directorate and health board to deliver good standards for practice.
- Preparing for and participate in supervision and personal development reviews with line manager, and identify personal development and training needs to maintain registration requirements.

**Social Worker 2 – As above plus:**

- Being responsible for several cases of increasing complexity including increased support for cases with any court-related proceedings, with the opportunity for joint-working.
- Mentoring and supporting social work students and social work assistants in their practice.

**Social Worker 3 - As above plus:**

- Supervision and mentoring of Social Work Students and other junior members of staff
- Provide advice and guidance to less experience social workers.
- To undertake complex, high-risk cases, which will include court attendance.
- Lead joint working with less experienced Social Workers in complex cases.
- To undertake sensitive, acute and complex adult cases which require preparation and presentation of robust evidence in respect of capacity and risk, in readiness for Court of Protection, The High Court, Mental Health tribunals, Section 117 multi-disciplinary discussions, Deprivation of Liberty Safeguards (Dols) and Coroners Court.

- Routinely represent and advocate on behalf of vulnerable individuals, families and carers ensuring their rights are upheld at various forums:
- Represent the council within multi-agency and inter-disciplinary settings.
- Attend and present assessment reports at monthly funding and accommodation panels.
- Attend and present assessment reports at monthly health funding panels for individuals with complex health needs requiring continuing health funding or subject to Section 117 aftercare services.
- To implement the national Wales Safeguarding Procedures. Fulfilling the roles and responsibilities for practitioners to ensure that adults are safeguarded who are at risk of abuse and neglect.

## **GENERAL DUTIES**

### **Health and Safety**

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#).

### **Equal Opportunities**

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

### **Safeguarding**

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding and Quality Team or Children's Safeguarding Assessment Team.

### **Review and Right to Vary**

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

### **CRIMINAL RECORDS CHECK (WHERE APPLICABLE)**

This post requires criminal records check through the Disclosure & Barring Service (DBS).

## Person Specification

### Social Worker 1, 2 & 3 - Bridgend Adult Social Care Services.

The following attributes represent the range of skills, abilities, and experiences etc relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
<b>Qualifications, Education &amp; Training</b>	<ul style="list-style-type: none"> <li>• Social Work Degree or other Social Work qualification recognised by Social Care Wales.</li> <li>• Registration with Social Care Wales.</li> <li>• CPEL – To complete the Consolidation Programme if qualified after April 2016.</li> <li>• Consolidated practitioner with 2 years post qualifying experience, and demonstratable skills for responsibilities of social worker 3.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>For SW3 only</p>	<p>Production of original Qualification Certificates and application form.</p>
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working with and undertaking assessments of people, their families, and their carers, particularly in multi-disciplinary environments.</li> <li>• Knowledge and/ or experience of working within an integrated multidisciplinary team.</li> <li>• Working in partnership with statutory/voluntary organisations to promote the independence of service users.</li> <li>• Knowledge of current Policy, Statutory Guidance, and the Law as it is applied and affects people in the delivery of Social Care Services.</li> <li>• Some understanding of the management of resources in the context of commissioning plans for care and support.</li> <li>• Experience of caseload management.</li> <li>• Direct experience of complex cases.</li> <li>• Direct experience of the Care Co-ordination role, which has legal responsibility as delegated under the Mental Health (Wales) Measure.</li> <li>• Direct experience of court work.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>For SW3 only</p> <p>For SW3 only</p> <p>For SW3 only</p> <p>For SW3 only</p>	<p>Interview, application form, and selection process.</p> <p>Interview, application form and selection process</p>



# Bridgend County Borough Council

## Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

[www.bridgend.gov.uk](http://www.bridgend.gov.uk)

