

JOB DESCRIPTION

Job Title: Advanced Social Work Practitioner
Directorate & Section/Unit: Adult Social Care
Salary Grade: PO2

Reporting to: Social Care Manager
Management Responsibility for: Social Workers/social care workers

Our People values:

To uphold and act in accordance with Worcestershire County Council's values;

•Customer Focus

Ensure delivery of a high quality service which meet the needs of customers.

•Can Do Culture

Be proactive to achieve excellence, finding solutions and creative ways of working.

•Freedom within Boundaries

Make constructive change through cohesive decision making, ensuring services are responsive

Purpose of job:

To manage the day to day operational duties of Area Teams in partnership with the Social Care Manager

Main Activities & Responsibilities:

- To ensure the day to day management of social work is effective in its delivery of strength based social work model.
- To supervise Social Workers and Social Care Workers
- Support staff to achieve the required results within team plans/set objectives.
- Identify clear priorities for staff particularly in relation to statutory procedures and standards.
- To work closely with the Area Manager to address poor performance concerns robustly, recognising and promoting good practice.
- Exercise delegated decision making so that adults are safeguarded and their independence promoted, consistent with the Care Act 2014, and staff have confidence in the decisions.
- Understand data and information on team performance and ensure individual action plans are implemented, to remedy any concerns about the quality or quantity of work undertaken.

- To ensure the work of the team promotes public and partnership confidence, reporting any quality of service issues to the relevant teams.
- Build effective relationships with partner organisations to support the delivery of services within integrated teams.
- Ensure budgets are used to meet the assessed needs of adults consistent with the scheme of delegation.
- To use advanced expertise and knowledge to hold a small number of complex cases.

Generic Accountabilities:

- To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff in their development and training.
- To undertake other such duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job.
- To undertake health and safety duties commensurate with the job and/or as detailed in the Directorate's Health and Safety Policy.
- The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Council's Equal Opportunities Policy.
- Working with some vulnerable children, young people and adults can, at times, be emotionally challenging for which appropriate support will be provided through management supervision. The post holder must be able to deal with such mental demands.
- This post is exempt from the Rehabilitation of Offenders Act and / previously met the definition of Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006) and is therefore subject to an enhanced Criminal Records Bureau (CRB) check (as defined by the Police Act).
- This post meets Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012) and is subject to an enhanced Criminal Records Check (CRB) and the relevant children and/ adults barred list(s) checks.
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Contacts:

In all contacts the post holder will be required to present a good image of the Directorate and the County Council as well as maintaining constructive relationships.

Internal: Elected Members, Directors, Heads of Service, Senior Managers, Management Teams, Managers and Staff across all directorates, Project Staff.

External: District and County Councils, Government Agencies and Departments, Healthcare Professionals, PCT, Police, Fire, Probation Service, Educational Settings, Suppliers, Contractors, Service providers, Statutory and Voluntary Organisations, service users, clients, customers, parents and pupils, members of the public, volunteers.

Additional Information:

- This post is politically restricted under the terms of the Local Government and Housing Act 1989.
- The Council reserves the right to alter the content of this job description, after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility.
- Reasonable adjustments will be considered as required by the Equality Act.

Author: Kerry McCrossan and Steve Brotherton **Date: June 2018**

Date of grading confirmation: June 2018

Updated for Learning Disability Teams: Jeremy Foxall November 2019

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