Job Description

Job Title:	Social Worker		
Reports to:	Advanced Practitioner / Deputy Team Manager / Team Manager		
Directly accountable for:	Nil		
Reporting Department:	Adult Social Care	**Grade:**	PO2
Department:	Service Reform & Strategy	**Driving required:**	No
DBS Status:	Enhanced Adults DBS Required	**Politically restricted:**	No

Organisational Category:
☒Social Care and Community Services

Job Purpose:

Social Workers are a part of a team that works collaboratively to support service users / residents, with an aim to improve people's lives by helping with social and interpersonal difficulties, promoting human rights and wellbeing. As a social worker in Adult Social Care you will work with service users to understand their needs, strengths and wishes, helping them to build resilience and live the lives they choose to lead. As part of a team you will recognise the bigger picture affecting people's lives and work to change the structures and systems to enable people's human rights to be respected and protected.

As a social worker in Brent you will have the opportunity to work with adults and families, applying a strength based approach to promote your service users interests and independence, including through contingency and crisis planning, and their preferences for future care and treatment.

Brent Values

- Collaborate proactively.
- Lead inclusively.
- Embrace change.
- Be bold and curious.
- Celebrate and share our success.

Job specific roles and responsibilities

1. To promote positive outcomes and change in people's lives by utilising social work methods, models and tool, to support people to be independent, safe and with a focus on their wellbeing.
2. Supporting adults to identify appropriate services and where eligible to enable access to the appropriate services or provision that meets this need.

3. To work with and listen to carers, providing the necessary intervention to enable carers to continue in their role without detriment to their own wellbeing.
4. Ensure concerns are responded to appropriately in line with the London Multi-Agency Adults Safeguarding Procedures and Policy and inter-agency safeguarding policies.
5. Recognise and respond to safeguarding concerns, identify risks to adult/s and mitigate them with a duty visit and safeguarding plan, where we can with agreement from the individual.
6. Undertake and lead on safeguarding enquires in line with section 42 duties, with focus on promoting the principles of Making Safeguarding Personal.
7. Lead on Section 42(2) responses where the individual is currently receiving support in your service area.
8. To apply the Mental Capacity Act where the situation requires and support actions to be undertaken in the best interest of those we work with.
9. Enable service user / residents to have information, advice and guidance in an accessible way so that they feel informed about care and support services and feel able to contribute and access the support available in their networks and community.
10. Support effective working relationships with your colleagues across adult social care and in the Council, as well as external organisations to collaboratively support residents.
11. Maintain up to date and accurate records, demonstrating sound evidenced based practice and knowledge, alongside professional curiosity.
12. To be willing to train and operate as a BIA and/or AMCP.
13. To regularly monitor and carry out reviews within guidelines of the Care Act timely 6 weeks/12 months reviews of services provided to service users within allocated caseload.
14. To update Support plans following reviews.
15. Keep up to date with developments in best practice to ensure your knowledge, skills and ability in social work continually develops in line with evidence-based practice.

Standard Requirements of all posts

1. To maintain Social Worker / OT Registration through the HCPC and Social Work England and observe the professional code of conduct / standards of proficiency at all times.
2. To have responsibility for a reduced portfolio of cases for a defined area of work as determined by the line manager
3. Co-operate and participate in responses to emergency situations when required.
4. To promote and ensure maximum service user/carer's involvement and participation at all times.
5. To ensure that care purchases are set up to reflect customers need and are best value for money.
6. To maintain such reports and records as may be required, including car mileage expenses, hours worked, daily diary etc. in accordance with Brent's policy and procedures.
7. To participate in professional supervision with the Line Manager.

8. To undertake training as required in the overall interests of the service and as part of career development.
9. To participate in team meetings, staff forums and work collaboratively as a team member.
10. Respond to public and other agencies by telephone, correspondence and direct contact in order to provide a service within departmental priorities and timescales.
11. To be active in implementing and carry out duties with due regard to the Council's Customer
12. Care, Equal Opportunities, Information Governance, Data Protection and Health and Safety policies and procedures in professional practice and service delivery.

Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults.

We are committed to an inclusive workplace where everyone is treated with dignity, respect, and fairness. All employees are expected to promote equality, diversity, and inclusion, and candidates may be assessed on their ability to contribute to an inclusive working environment.

Undertake any other duties commensurate with the general level of responsibility of this post.

Essential Requirements

Specify the knowledge, skills, and experience required based on the roles and responsibilities and how these will be assessed. 8 to 10 criteria would be appropriate.

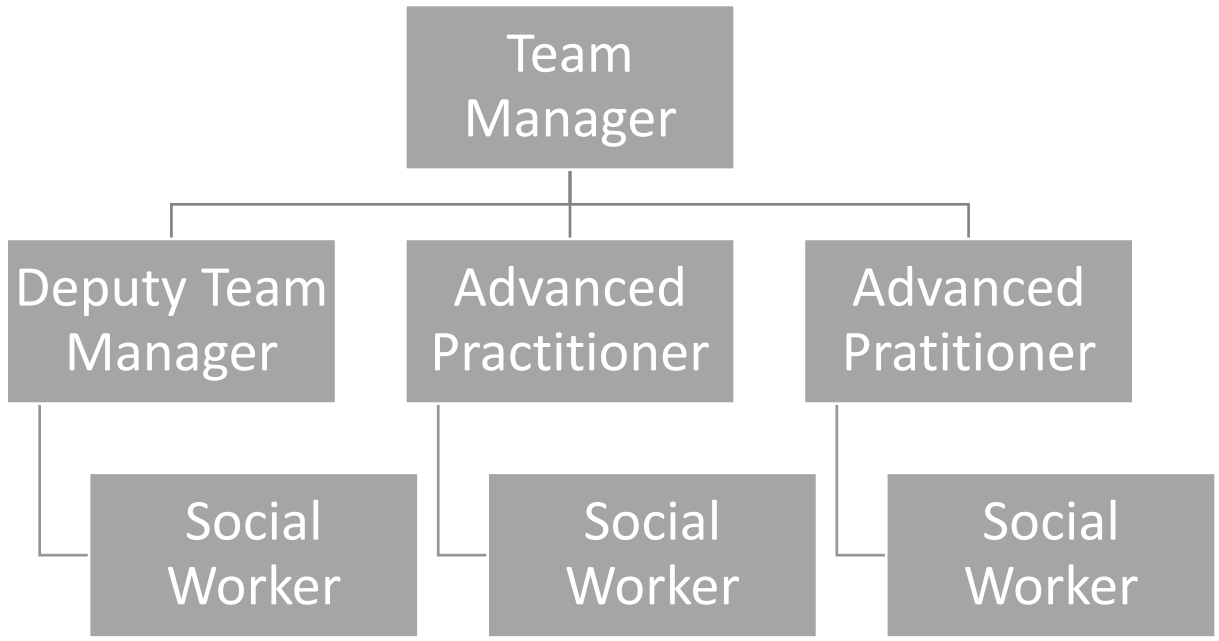
	Criteria
1	Qualifications and Professional Membership requirements: • Professional qualification in Social work or Occupational Therapy.
2	**Knowledge (please specify all essential criteria):** • Knowledge of the Care Act 2014 and other statutory instruments, policies, procedures and issues relevant to adult social care • Knowledge of social care theories and values, and how to apply these in practice • Thorough understanding of issues relating to people with care and support needs and their carers
3	**Experience (please specify all essential criteria):** • Experience of assessing mental capacity and making best interest decisions in line with the Mental Capacity Act 2005 (essential) • Experience of undertaking safeguarding adult enquiries (essential) • Experience of supporting individuals through change, problem solving and decision making (essential) • Experience of using strengths based practice to achieve the best outcomes for service users • Experience of working in a multi-disciplinary setting
4	**Skills and abilities (all essential criteria):** • Ability to communicate effectively – how we talk, write and engage

	with others • Ability to work collaboratively to achieve the best outcome for service users / carers • Ability to apply experience to a range of client group, using social worker knowledge and skills to creatively apply the range of tools available • Demonstrate professional curiosity

Budget Responsibility N/A
Overall Headcount N/A

Organisational Structure Chart

Example



Within reason these key deliverables may evolve to meet service needs, and it is expected that the postholder will be flexible and adaptable in their delivery to meet both service and council-wide needs