

JOB SUMMARY

Post Title	Social Worker						
Job Family	Service Delivery	Pay Range	10	Line Manager to others?	No	Role profile ref	SD10
Service Area	Adult Social Care						
Line Manager	Senior Practitioner						
Location	All Island						

Job Purpose

To promote a model of self-directed support for individuals and informal carers to enable them to determine their own solutions. To be an active member of the Adult Social Care team delivering on the strategy of Care Close to Home to enable people to live well in their own home and community. To ensure that when a paid service is needed it is the one that is provided to meet an outcome in the most cost effective and person centered way.

Job Context

- To facilitate and support individuals to complete a needs assessment using a strengths-based approach, which focuses on the skills and abilities, considers their networks of support both within families and the wider community. To consider approaches / early interventions which delay or prevent the development of needs in individuals, such as through universal services in the community, specific preventative services and information / advice on services available locally.
- To support individuals in the development of independence plans using a person centered approach in liaison with statutory and non-statutory / voluntary agencies, utilising a wide range of tools and options available to support the person in determining their own outcomes and how they could be met.
To consult and work effectively with other professionals in order to identify and meet service user / carers needs, positively contributing to the achievement of joint working practices.
- To undertake Safeguarding enquiries and establish protection plans. To undertake safeguarding reviews and to ensure all recording is accurate and timely.
- To hold a caseload of a level of complexity and provide case management, guidance, support, supervision and expert advice to social care staff and students, as and when required.
- To assess and manage risk to individuals, families, carers, groups, communities, self and colleagues.
- Apply policies, procedures, codes of conduct and practice in a range of settings and locations as required.
- Undertake statutory duties under the Care Act 2014, Mental Health Act, Mental Capacity Act and other legislation and guidance.
- Encourage, develop and maintain effective working relationships with service colleagues and those in a wide range of partner agencies and services. Promote multi-disciplinary working partnerships, sometimes acting as a liaison between the council and other health and social care partners.
- Maintain a positive and professional attitude and approach that will enhance the professionalism, quality of service and image of the council.

Knowledge, Skills and Experience

Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
Proven ability to influence based on facts and evidence, a range of audiences with differing competence and abilities. Ability to communicate one to one and with specific client groups.	Evidence of working with people in a social care setting or other area where there is evidence of development and use of transferrable skills in assessment and analysis. Evidence of ability to engage with others in many different settings.	E	
Substantial practical experience demonstrating development through a series of progressively more demanding and relevant work roles. Relevant experience within the service area, working as part of team to meet service standards, targets and deadlines.	To develop and maintain a generic skill set that allows the Isle of Wight Council to employ your skills, abilities and experience across the Council and its formal partnerships as needed.	E	

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Good communication, interpersonal and presentation skills, able to explain technical / legal issues clearly. Proven ability to negotiate with, persuade and influence others.	Ability to plan and negotiate support plans in accordance with the eligibility threshold within the Care Act. General Needs and Risk Assessment skills in and Health/Social Care setting. To ensure a high level of data quality for all information recorded, ensuring that the information is timely, accurate and complete.	E	
Good ICT skills including use of Microsoft applications and specialist systems.	Good written and verbal communication skills. Ability to learn and use local recording tools.	E	
Authoritative knowledge of the specialist work area and relevant legislation, regulations, processes, systems, procedures and standards. Good knowledge of other areas of the authority relevant to the service and of wider sector / external influences.	Be aware of care resources and services, and to advise, act for or arrange access to care and help on behalf of people in need. Also, to encourage the development of suitable resources and partnerships that would benefit carers and users of care services. Manage and be accountable for personal practice and development, using supervision and the PDP process to identify training needs. Demonstrate and evidence competence in professional social care practice. Ensure that personal practice and services comply with the council's commitment to equality. To be familiar and up to date with changes relating to legislation policy and guidance.	E	
Good planning and organisational skills, with proven ability to prioritise and co-ordinate workload, monitor and evaluate work, to ensure deadlines are achieved.	Ability to manage a case load under the direction of a Consultant Practitioner to ensure time targets are met in line with local and national guidance. Able to make use of supervision and personal development review to ensure best use of time, skills and development opportunities.	E	
Research, investigation and analysis skills.	Participate in training and continuous professional and skills development; actively participate in multi-agency training where appropriate.	E	
Knowledge of relevant financial processes and experience or training sufficient to ensure financial processing and / or budget monitoring is completed accurately.	Financial responsibility in relation to support planning and IWC charging policy. Ensuring support plans comply with the national eligibility threshold.	E	

Qualifications

Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
Professional Qualification with current valid registration.	Appropriate Social Work qualification plus current registration with appropriate body.	E	
Full driving licence and use of a car for work purposes.	The role involves travel.	E	
Satisfactory Criminal Records Bureau (DBS) check at level enhanced.	This is a definite requirement. Employment cannot proceed without it.	E	

Other Requirements

Ability to establish and maintain effective communication and working relationships with colleagues and partner agencies.
Must present a positive image of the Isle of Wight Council.
Must be flexible and able to work in more than one location.
Must be able to understand and observe the Council's Equal Opportunities Policy.

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Out of Hours Standby and Call Out

You will be required to take part in the Out of Hours Stand-by Duty Rota as and when requested by management. Standby and call out duties are paid in accordance with the IWC Terms and Conditions 2012 document.