

Integrated Learning Disability Team

Name of Manager	Rebecca Hunter	
Manager's Contact Details	Email: rebecca.hunter@iow.gov.uk	Telephone No: 01983 821000 Ext:6878

Key Activities	<p>The Integrated Learning Disability Team is a dynamic, dedicated, and motivated group of social care staff who are passionate about ensuring the Learning Disability Community on the Isle of Wight, are given the appropriate opportunities to promote independence and quality of life.</p> <p>This also includes the Transition Team staff who work with young people and their families or carers, when moving through from Children's Service's to Adult Services, to ensure a smooth journey and to prepare them for the changes they experience in Adulthood.</p> <p>We work in partnership with our health colleagues from the Arthur Webster Clinic Community Learning Disability Team, to support clients to achieve their personal outcomes in a person-centred way, to identify their strengths, support networks and achieve their goals through creative care planning.</p> <p>We operate a busy Duty Function for general enquiries about clients already known to our service and for any new referrals to Adult Social Care. This provides a point of contact for clients, families and providers.</p> <p>The team key activities include;</p> <ul style="list-style-type: none"> • To undertake appropriate, proportionate and holistic Care Act Assessments and Reviews that focus on a strength-based approach. • Complete individual care plans that are outcome focused with clear direction to ensure the client's needs and goals are effectively met. • We apply The Mental Capacity Act 2005 and refer to Advocacy if an individual lacks capacity. • We work in partnership with the client, families, carers and service providers and attend regular meetings where required to maximise client independence inline with our "Care Closer to Home Strategy". • Support the Learning Disability Community to lead a safe and fulfilling life that is free from abuse and neglect. Our aim is to
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	ensure individuals are safeguarded when required, whilst being enabled to take risks, have choice and control over their lives which encompasses the Making Safeguarding Personal protocol.
Key Outcomes	<p>We recognise the importance of good quality assessments, reviews and person-centred interventions to support clients with a diagnosed learning disability to maximise their independence in the community. This is in line with Isle of Wight policy, "Care Close at Home Strategy".</p> <p>We fully recognise the importance of working in partnership with our clients, to support them to have choice and control over their lives.</p>
Key Service Users	<p>The Learning Disability staff predominately work with adults with a diagnosed learning disability.</p> <p>The Transition Team staff predominately work with young people from approximately 14 years – 25 years.</p> <p>However, we recognise the importance of utilising the individual staff skill set and expertise, to ensure the best outcomes for our clients, so the team will sometimes work within all the above age groups.</p>

1. Role of Consultant Practitioners

Oversight of Practice	<p>The Consultant Practitioners support the Group Manager in the day to day management of the team to enable the team to meet their statutory requirements.</p> <p>The Consultant Practitioners are responsible for:</p> <ul style="list-style-type: none"> • Prioritising team workload and allocations. • Cases transfer both into and out of the team. • Read and authorise Assessments, Care Plans and reviews. • Undertake 1:1 supervision. Identify learning outcomes and support reflective practice. • Support staff through informal supervision, discussions and Team Meetings, building team resilience. • Work with the Principle Social worker. • Complete Personal Development Plans (PDPs). • Understand data, record and use data to inform practice and monitor performance and ensure targets are met. • Chair meetings for example Best Interest meetings, MARMs and Safeguarding meetings. • Identify staff training needs.
Carrying Limited Caseload	The expectation is that the Consultant Practitioner will case hold for example where a case is complex and requires a higher

	level of oversight, however the case load is kept to a minimum to enable the consultant to complete oversight of practice.
Authorising Assessments etc	<ul style="list-style-type: none"> • Review and authorise assessments, care plans and reviews daily to ensure a timely service and plan for the next intervention as and when required. • Quality check all care documentation to ensure strength-based approach and assessments that are evidence based with a clear analysis and proportionate recommendation.
Supervision of Staff	The Consultant Practitioner will supervise qualified and unqualified staff and use reflection as a tool to inform practice and enhance knowledge and practice and follow the Isle of Wight Council Supervision Policy.
Key Competencies	<ul style="list-style-type: none"> • Knowledge of current Social Care legislation and guidance (e.g. Care Act, Mental Capacity Act, Mental Health Act, DoLs and Continuing Healthcare). • Good understanding of Adult Safeguarding, Making Safeguarding Personal and self-neglect. • Ability to chair a range of meetings. • Ability to work in a fast-paced team to meet targets. • To be organised and ability to prioritise workload. • Good report writing skills. • To be able to motivate, support and enable colleagues and people we work alongside to reach their potential. • To understand the need for data and ability to analyse. • Ability to manage change and conflict and to challenge. • To address issues such as sick leave and work with Human Resources.

2. Role of Social Workers

Key Activities	<ul style="list-style-type: none"> • To undertake, Care Act assessments, create care plans and undertaken both annual reviews and unscheduled reviews with people we work alongside, families and providers. • To undertake complex case work, for example Court of Protection applications for Deputyship, Adult Safeguarding enquiries as directed by Adult Safeguarding team. • To undertake Mental Capacity Assessment and Best Interest Meetings as required. • To meet weekly targets for annual reviews. • To work in partnership with our health colleagues and providers. • Engage in regular reflective supervision with your line manager.
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Key Competencies	<ul style="list-style-type: none"> • Knowledge of current Social Care legislation and guidance (e.g. Care Act, Mental Capacity Act, Mental Health Act, DoLs and Continuing Healthcare). • Good understanding of Adult Safeguarding, Making Safeguarding Personal and self-neglect. • Ability to work in a fast-paced team and to meet targets. • To be organised and ability to prioritise workload. • Good report writing skills. • To be able to motivate, support and enable staff and people we work alongside to reach their potential. • To understand the need for data and ability to analyse. • Ability to manage change and conflict and to challenge. • Be resilient and remain calm when under pressure. • To be able to work effectively independently and as part of a team.
Key Outcomes	<ul style="list-style-type: none"> • Manage a varied and complex case load in line with legislation and our “Care Closer to Home” Strategy. • To help people to maintain or improve their wellbeing and to live as independent as possible. • Provide or arrange for services, through creative care planning that is outcome focused. • Involve an advocate (a family member, friend or independent advocate) to help the individual through the process if they have substantial difficulty understanding, retaining and using the relevant information. • Carry out a safeguarding enquiry where a person may be at risk of abuse or neglect. • Complete evidence-based funding requests in relation to personal budgets to meet individual outcomes that are proportionate, and person centred.

3. Role of Social Care Officer

Key Activities	<ul style="list-style-type: none"> • To undertake, Care Act assessments, create care plans and undertaken both annual reviews and unscheduled reviews with people we work alongside, families and providers. • To undertake Mental Capacity Assessment and Best Interest Meetings as required supported by Social Care practitioner. • To meet weekly targets for annual reviews.
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	<ul style="list-style-type: none"> • To work in partnership with our health colleagues and providers. • Engage in regular reflective supervision with your line manager.
Key Competencies	<ul style="list-style-type: none"> • Knowledge of current Social Care legislation and guidance (e.g. Care Act, Mental Capacity Act, Mental Health Act, DoLs and Continuing Healthcare). • Ability to work in a fast-paced team and to meet targets. • To be organised and ability to prioritise workload. • Good report writing skills. • To be able to motivate, support and enable colleagues and people we work alongside to reach their potential. • To understand the need for data and ability to analyse. • Ability to manage change and conflict and to challenge. • Be resilient and remain calm when under pressure. • To be able to work effectively independently and as part of a team. • Work within your limitations and boundaries of your role and understand when to seek support from qualified social care staff and/or management.
Key Outcomes	<ul style="list-style-type: none"> • To help people to maintain or improve their wellbeing and to live as independent as possible. • Provide or arrange for services, through creative care planning that is person centred and outcome focused. • Carry out an appropriate and proportionate assessment/reviews in a timely manner. • Carry out capacity assessments if it is believed an individual may lack capacity. • Involve an advocate (a family member, friend or independent advocate) to help the individual through the process if they have substantial difficulty understanding, retaining and using the relevant information. • Work alongside the Social Care Practitioner and/or Safeguarding Team with safeguarding enquiries where a person may be at risk of abuse or neglect. • Social Care Officers are encouraged and supported to progress their careers