

Job description

Post title: Mental Health Social Worker

Service area: People

Grade: SO2 – PO3

Additional Increments: 4x for practicing as an AMHP

Reports to: Senior Social Worker/Team Manager/Head of MH SW

Your team: Mental Health

Number of supervisees: up to 2x staff

Our ambition

We're determined to make Islington fairer. To create a place where everyone, whatever their background, has the opportunity to reach their potential and enjoy a good quality of life.

We also have an ambitious goal – to be the best council in the country – with every employee clear about the part they play and inspired, focused and supported to give their very best.

We want to build an organisation where employees feel valued, inspired and empowered to help us achieve our goals and provide the best services possible to our residents.

Our values and behaviours

'Be Islington' is about setting a clear challenge about what it means to be an Islington employee and sets the standard for every new recruit.

We ask our employees to 'Be Islington' – playing their part in working together for a fairer borough and to always be collaborative, be ambitious, be resourceful, and be empowering ('CARE').

Our commitment to challenging inequality

We are committed to tackling inequality, racism and injustice and creating a fairer borough for all. In order to do this, we need to set the example by being a fair employer and creating a workplace environment, which is free from discrimination, racism and inequality. Our approach needs to be proactive, consistently learning to create a fairer workplace and foster a culture, which empowers all staff to challenge inequality.

Fairness is at the heart of what we do. We want to celebrate and embrace our differences by:

- Ensuring our workforce is representative of the people we work on behalf of, our residents
- Creating equitable working environments and diverse teams
- Understanding our residents in order to design and deliver services that help tackle inequality and improve life chances for our residents
- Getting to know people and their differences
- Interpreting issues and concerns from a cultural perspective and address situations or problems from the points-of-view of multiple cultures

- Supporting people with long-term health conditions and/or disabilities
- Recognising the value of flexible working to support staff where possible

Key responsibilities

- Work in a multi-disciplinary mental health team alongside colleagues employed by the NHS and other agencies.
- Managing a caseload of service users with a diagnosis of either a mental disorder and/or dementia.
- To undertake carers and service user's assessments, reviews and support plans either combined or separate to ensure needs are met, recording clearly as outlined by the Care Act.
- To take responsibility for promoting and safeguarding the welfare of young person's / vulnerable adults in your care and those who you come into contact with.
- Undertaking assessments of service user's mental health or dementia needs as part of a multi-disciplinary team.
- Supporting service users and carers to undertake self-assessments as appropriate and to access direct payments.
- Undertake duties for allocated caseload for the purpose of the Care Programme Approach/Dialog+ for care planning within the NHS. Participating in duty rotas as required, screening referrals and dealing with urgent/emergency visits/assessments.
- Supporting service users with mental health disorders and/or dementia to access support from other agencies and informal networks using a strength-based approach.
- Directly providing social care interventions to address service users mental health needs.
- Working in a think family approach, working and supporting families as a whole network where identified. Making referrals as necessary to children's social care services when children in need or child protection issues are identified.
- Attendance at meetings, case reviews, conferences, working parties and training when directed, bring written or verbal reports and updates in line with good practice and policy.
- Giving evidence at Mental Health Tribunals and Managers Hearings as required.
- Identifying and assessing capacity during work with service users, undertaking MCA and BI reports, making legal referrals and ensuring legal processes are followed in respect of COP.
- Advising on welfare rights and making referrals to the Maximising Income Team when required.
- Carrying out an excellent level of workload recording, using electronic recording systems as necessary, ensuring reporting, case notes and other documents are kept up to date.
- Assist with setting up, running and development of projects and groups.
- Assist with the maintenance of co-ordination links with neighbourhoods, local communities, other agencies and non-statutory organisations.
- When meeting need, to ensure a strength-based approach is used at all times, ensuring that any commissioned packages are regularly reviewed, value for money and of high standards. Feedback to be given to team manager and commissioners regarding any concerns.

- To work alongside and build close links with legal and housing to support complex and vulnerability service users, responding in a timely manner for information and reports.
- At all-time carrying out responsibilities/duties in line with legal requirements and Council policies and procedures including quality standards.
- To undertake such other minor and/or non-recurring duties appropriate to the post, as may be directed.
- Use of information technology systems to carry out duties in the most efficient and effective manner.
- To achieve agreed service outcomes and outputs, and personal development targets, as agreed with your supervisor.
- To undertake training and constructively take part in meetings, supervision, seminars and other events designed to improve communication and assist with the effective development of the post and post holder.
- To be committed to the Council's CARE values and ASC principles to demonstrate this commitment in the way duties are carried out.
- To ensure that duties are undertaken with due regard and compliance with the Data Protection Act, GDPR and other legislation, national and local policy and guidance.
- To carry out duties and responsibilities in accordance with the Council's Health and Safety Policy and relevant Health and Safety legislation.
- At all times to carry out responsibilities/duties within the framework of the Council's Dignity for all Policy. (Equal Opportunities Policy).
- To undertake duties as directly by team manager or any other senior as directed and as service demands.
- To be able to move around the borough, be flexible and working as a "one service" approach when service demands.

SO2:

- Newly Qualified Social Workers (NQSW'S) starting grade whilst on ASYE Programme and under one year probation.

PO1:

- To identify and undertake safeguarding concerns, investigations and develop protection plans as well as acting as SAM (if appropriate) where required.
- Carry a full case load including dealing with more complex situations/cases
- Play an active role as professional member of multi-disciplinary teams and networks

PO2:

- To work as an AMHP/AMCP and undertake assessments when on the rota.
- Becoming increasingly self-directed in managing workload and decision-making relating risk assessment and management.

PO3:

- Responsibility for the supervision/line management of case managers, support workers, students, volunteers and where appropriate and/or NQSW's as the team demands and in discussion with team manager/supervisor.

- Undertaking post qualifying training or more specialist work for example Practice Education.
- Direct, participating in team and departmental quality assurance programmes and contribute to audits when directed, to play more active role working with Senior Social Worker to implement action plans to improve the service.

Leadership

As a member of the council's management team, to contribute proactively to the collective leadership for the council, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council's objectives and priorities.

To drive positive cultural change, embodying and promoting the values and behaviours of the council and empowering staff to reach their full potential. Ensure that the performance and development framework is effective for all staff.

To lead on and ensure the effective implementation of corporate initiatives and transformation programmes that cut across the whole or part of the council's activities.

Resources and Financial management

Ensure effective Financial Management, cost controls and income maximisation in an ever-changing environment, fluctuating demands and priorities. Ensure resources are well managed and effectively deployed to the best possible effects assuring value for money in all activities.

Compliance

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

Budget responsibilities

Post holder will hold no budget responsibilities.

Work style

Office hours Monday to Friday 9am to 5pm with flexibility to work outside of these hours due to urgent/emergency or AMHP related work.

Person specification

You should demonstrate on your application form how you meet the essential criteria. Please ensure that you address each of the criteria as this will be assessed to determine your suitability for the post.

Essential criteria

Qualifications

Essential criteria	Criteria description	Assessed by
1	Diploma or Degree in Social Work	Application
2	To work as a practising AMHP or be prepared to undertake the AMHP course when next available.	Application/Interview
3	This post requires registration with Social Work England	Application

Experience

Essential criteria	Criteria description	Assessed by
4	Experience of working with people from ethnic minority communities in inner city areas.	Application/Interview
5	Displays an awareness, understanding and commitment to the protection and safeguarding of young people and or vulnerable adults	Application/Interview
6	Ability to liaise effectively with community, health service, hospital and independent sector staff and providers in Islington and outside the Borough in providing a social work/care management service to individual service users with mental disorder and/or dementia.	Application/Interview
7	Ability to assess needs of individuals referred for social care against Care Act Eligibility Criteria and undertake other statutory functions such as MCA/BI assessments, financial assessments, COP Reports, Tribunal Reports etc.	Application/Interview

Skills

Essential criteria	Criteria description	Assessed by
8	A working knowledge of the key principles of the Care Act, Mental Health Act, Mental Capacity Act and other relevant legislation and guidance relating to the provision of services for adult client groups, and in particular people with mental health problems.	Application/Interview/Test
9	Ability to undertake care planning, and to negotiate packages of care with LBI and independent sector providers to meet assessed care needs.	Application/Interview
10	Ability to recognise adult protection issues and to undertake safeguarding investigations	Application/Interview
11	Ability to maintain up to date, comprehensive electronic case records and attend/chair review meetings.	Application/Interview/Test

Special requirements of the post

Essential criteria	Criteria description	Assessed by
12	This role will require you to obtain an Enhanced satisfactory clearance from the Disclosure and Barring Service	Application
13	This post needs to meet the requirement of the Baseline Personal Security Standard	Application
14	This post is subject to the council's policy on pecuniary and personal interest	Application

Our accreditations

Our accreditations include: the Healthy Workplace award, Timewise, London Living Wage Employer, Disability Confident Committed, The Mayor's Good Work Standard, Stonewall Diversity Champion, and Time to Change.

