Job description

## Job title: Social Worker - No Recourse to Public Funds

* Grade: PO3
* Reports to: Complex Team Manager.
* Direct reports: 1
* Your team: First Point of Contact & Complex Team.
* Service area: Adult Social Care
* Directorate: Health and Social Care

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| Special requirements of the post |
| Workstyle: Roaming (Medium presence, two days a week)* Colleagues whose activities are a mix of remotely and periodic onsite work and/or meetings with third parties and businesses, going on site visits, and occasional resident engagement
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| This post requires a DBS check at the appropriate level (Enhanced with Adult Barring) |
| This is a safety critical post and will be subject to the council’s drug and alcohol policy |
| This post is subject to the council’s declaration of interest procedure |
| This post is designated as politically restricted |

## Our mission

Islington is a place rich with diversity and culture. As a council our sense of purpose couldn’t be clearer: we serve. It’s in the logo. We are committed to challenging inequality in the borough and as one of the largest employers we know that to look after the place and the planet, we have to look after our people. **Together we can change the future**.

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out ‘CARE’, which is what we think public service is all about.

## Overview of the role

As a Social Worker you will be carrying out the full spectrum of statutory responsibilities under the Care Act, Mental Capacity Act and other related law and policy. You will be expected to carry out your role in a strengths based way, to a high quality, and always seeking to reflect on and continually improve your practice. You will be fully committed to working in partnership with residents, carers, community- based organisations and other key professionals involved in enabling people to be as independent as they possibly can.

You will have a comprehensive understanding of the impact a well-functioning resident facing team will have on people in need of care and support and their carer’s, as well as the council and adult social care department as a whole, in contributing towards maximising people’s independence and managing the demand on council services. In your social work practice you will prioritise delaying and preventing need for social care intervention by having strengths based conversations with people, taking a relationship based and person-centred approach so that all informal sources of support are made best use of and people can continue living life in the way that they wish.

You will be a core member of a multi-disciplinary team of social workers, occupational therapists, case managers and support workers/advisers. The team is extremely fast paced and sits at the heart of Council’s corporate customer centre to deliver positive outcomes for residents with adult social care needs. The post holder will be part of a wider Adult Social Care team, further detail of the teams can be found in the Target Operating Model.

## Key responsibilities

Please list each key responsibility of the role:

1. To contribute to positive cultural change, embodying and promoting the values and behaviours of the council and supporting and empowering colleagues, service users and carers to reach their full potential.

2. Promote and model a collaborative and strengths based way of working at all times with service users, carers, colleagues, providers and other colleagues.

3. Ensure that any commissioned packages are cost effective, innovative, using strength based practice values and focussed on recovery

4. Ensure at all times, that use of resources is linked to clear impact and measurable outcomes for service users, and that the need for support is kept under continual review and changed appropriately

5. Comply with all resource and finance governance processes, cost controls and income maximisation in an ever changing environment, fluctuating demands and priorities.

6. Identifying and assessing mental capacity during work with service users, undertaking Mental Capacity Assessments and Best Interest reports, making legal referrals and ensuring legal processes are followed in respect of Court of Protection.

7. To ensure all work undertaken with people, carers and others is recorded accurately and in a timely manner, using information technology systems to carry out duties in the most efficient and effective manner.

8. At all times to carry out responsibilities/duties within the framework of the Council's Dignity for all Policy. (Equal Opportunities Policy).

9. 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.

10.Adhere to the standards of conduct, performance and ethics of Social Work England.

### Compliance

Ensure adherence to legal, regulatory, and policy requirements under GDPR, Health and Safety, Employee Code of Conduct and in your area of expertise by identifying opportunities and risks, and escalating issues as necessary.

## Person specification

Your application form needs to demonstrate how you fulfil the role's requirements. It is essential to address the criteria, as this will be used to evaluate your suitability for the position.

Islington Council is proud to be a place of sanctuary and welcome for all. We participate in refugee resettlement schemes to help refugees start new lives in the UK, we assist residents who are adversely affected by the no recourse to public funds (NRPF) condition, we lead on best practice responses to large-scale Home Office asylum accommodation.

As the remit of the NRPF, Refugee and Migrant Service has broadened, we need a specialist Social Worker who will:

• Undertake the full spectrum of statutory responsibilities under adult social care legislation to ensure adults’ wellbeing and independence, and in line with service standards

• Adopt innovative approaches to tangibly improve services for refugees and migrants living in Islington and enable people to thrive

• Work strategically across key stakeholders to develop good practice, and influence practice change at a local level

You will work within a multi-disciplinary social work team and with the NRPF, Refugee and Migrant Service to meet the diverse needs of the community we serve. By working for a Borough of Sanctuary, you will join services dedicated to challenging discrimination, racism and inequality through an inclusive, informed and empowering approach for all residents.

### Essential and desirable criteria

Essential: the basic requirements that must be met for someone to be considered for a particular job. These criteria are mandatory and cannot be negotiated. Essential criteria directly impact the core qualifications or skills necessary to perform the job effectively.

Desirable: the additional qualities, skills, or qualifications that would be advantageous for a candidate to possess but are not mandatory. Not meeting them does not automatically disqualify someone from consideration for the job. This also allows candidates who do not possess certain desirable criteria the opportunity to explain how their other knowledge, experience and skills relate to these and what they may be in the process of doing or willing to do to achieve these.

#### Knowledge, experience, and skills

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| Point | Criteria description | Essential/desirable |
| 1. | Deliver strengths based quality conversations, signposting and early intervention and prevention which enable our residents to lead healthy independent lives outside of formal adult social care wherever possible | Essential |
| 2 | Maintain a comprehensive knowledge of and proactively build links with all resources available to support people in a strengths based way, such as community organisations, assistive technology, equipment, provider services, information and advice | Essential |
| 3 | Work in a multi-disciplinary team alongside adult social care and corporate colleagues | Essential |
| 4 | 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. | Essential |
| 5 | Supporting service users and carers to undertake self-assessments as appropriate and to access direct payments. | Essential |
| 6 | Participate in duty rotas as required, screening referrals and dealing with urgent/emergency visits/assessments. | Desirable |
| 7 | Directly providing social care interventions to address service user’s needs where appropriate. | Essential |
| 8 | 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. | Essential |
| 9 | To take responsibility for promoting and safeguarding the welfare of those you are working with, identifying and undertaking safeguarding concerns, enquiries and develop safeguarding plans and reviews within appropriate timescales, using a Making Safeguarding Personal Approach. | Essential |
| 10 | To participate in Team and Departmental quality assurance programmes and contribute to audits when directed, sharing results and comply with action plans to improve the service. | Desirable |
| 11 | To be committed to the Council’s CARE values and ASC principles to demonstrate this commitment in the way duties are carried out. | Essential |
| 12 | 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, including giving evidence at Case Reviews and Court Hearings as required. | Essential |
| 13 | To work alongside and build close links with legal, housing and other relevant teams to support complex and vulnerable service users, responding in a timely manner for information and reports. | Essential |
| 14 | To achieve agreed service outcomes and outputs, and personal development targets, as agreed with your supervisor. | Essential |
| 15 | 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. | Essential |
| 16 | To undertake duties as directly by Service Lead or any other senior as directed and as service demands. | Essential |

 Our accreditations include Disability Confident Leader, The Mayor’s Good Work Standard, London Living Wage Employer, Stonewall Diversity Champion, and Employer with Heart.