Reference Number	MUL088
Role Title	Social Worker III
Directorate	Multiple
Department	Multiple
Reports to	Social Care Team Leader or Social Care Manager

Role Purpose

To work as a part of a multidisciplinary or specialist team of social workers and other health and care professionals to deliver high quality support and protective and preventative interventions for vulnerable members of the community in Bournemouth, Christchurch and Poole. The role is a fully qualified and experienced Social Worker that will manage a complex and high-risk caseload, working regularly in a multi-agency and inter-professional setting, and providing professional support and mentoring to more junior practitioners and students.

Accountabilities

- Provide statutory support to vulnerable members of the community, including the provision of information, advice, assessment, support planning, and safeguarding, in line with statutory guidance and Council policies and procedures.
- Manage a caseload of complex and high-risk cases where service users have diverse and cumulative requirements, to deliver support and services to residents and the community within defined standards
- Undertake assessments of need and risk for service users with complex needs in situations with greater risk, to inform decisions and care planning that will protect the most vulnerable individuals.
- Undertake Best Interest Assessments to ensure those who cannot consent to their care arrangements are assessed in line with their best interests and are appropriately protected. This will include considering alternatives to hospital admission and detention in hospital and arranging alternative services to avoid hospital admission where relevant.
- Take professional, evidence based, risk-informed, complex decisions (in line with legislation, statutory guidance and Council policies and procedures) to ensure actions taken are well-considered and have the best interests of the individual as their focus.
- Create and deliver customised strengths based, outcome focused care planning to deliver positive outcomes for individuals, families and carers.

- Build collaborative relationships and communicate effectively with service users, taking a person-centred or child-centred working approach to ensure that service users are fully enabled to participate in planning and decision making regarding their own lives.
- Identify and monitor risk, addressing risks where possible and escalating as required, to ensure that situations are addressed at the earliest possible opportunity and risk minimised.
- Maintain accurate case records in line with national and local policies and requirements, to ensure information is accessible and auditable.
- Partner and build collaborative working relationships with other teams and over organisational boundaries, regularly working in multi-agency and inter-professional settings, to ensure that individuals experience cohesive care and support that meets their complex needs.
- Feedback on procedures and processes to contribute to service improvement.
- Provide mentoring and coaching to other practitioners to support their professional development and practice, and provide supervision and assessment for social work students on placement where qualified to do so.

Knowledge / Skills / Experience required

- Degree in Social Work or other equivalent professional qualification (CSS CQSW, Dip SW).
- Additional qualification and experience in area of specialism (e.g. Safeguarding Practitioner, Best Interest Assessor, Practice Educator)
- Registered with Social Work England.
- Substantial experience in undertaking complex assessments of need and risk in statutory social work.
- Knowledge of legislation, statutory guidance, local policy and procedures, national codes, and multi-disciplinary practice.
- Experience of managing a complex caseload.
- Ability to critically analyse, evaluate, and deal with complexity and risk.
- Ability to establish effective professional relationships with service users and with other stakeholders and partner agencies.
- Ability to communicate clearly, with empathy, understanding and skill to empower positive change.
- Ability to work autonomously, prioritising own work and managing own time effectively.

Dimensions of role

- This role does not have any management requirements, but it will provide professional support and mentoring to more junior practitioners and students.
- This role does not manage any direct budgets, but is expected to have awareness of overall spend when planning care and support packages.
- This role is required to effectively plan work and interventions in a variety of situations, and be able to react to unplanned situations.

Notes	
Date:	01/02/2021 Update A.Hurst 21/08/21 JV
Working Conditions:	• As a mobile worker visiting service users, a working day will include some walking and standing, but with the ability to vary and control this. • Work entails home visits, where there is potential exposure to unpleasant environments, such as smoke, dirt, unpleasant smells, and hazardous substances. There is limited ability to control this exposure. • In working with vulnerable members of the community, the role will need to maintain composure and concentration in spite of sometimes challenging circumstances and behaviour. • The role holder will witness distressing and sometimes traumatic circumstances as an unavoidable part of the job. • The role holder will have to deal with confrontation, conflict, hostility and challenging behaviour from service users and their families on a regular basis, as well as potential personal threat.

Working Arrangements:	• The role may be required to be on a standby/call-out rota. • The role may be required to work outside of normal office working hours.

Accessibility