

Role Profile

Job Title:	Social Worker
Location:	Colindale office
Department:	Adult Social Care
Directorate:	Communities, Adults & Health
Grade:	I £44,184 - £48,519
Type of Working:	Hybrid working
Reports to:	Team Manager or Senior/Lead Practitioner

1. Job Purpose:

To provide a high standard of social work to adults and/or carers arising out of the Council's duties and powers under the Care Act 2014 and in accordance with Barnet policies and procedures, guidelines and the Code of Practice for Social Care Workers.

- To provide appropriate, professional Social Work assessments of older people, adults with physical and sensory needs or learning disability and carers with a focus on meeting the social care outcomes as articulated in the Department of Health's Adult Social Care Outcomes Framework.

- To safeguard adults and carers at risk of harm and promote Making Safeguarding Personal principles and their wellbeing.

To undertake and review individualised and outcomes-led care and support. To ensure that the wellbeing principles are at the heart of assessment and care and support planning.

- To support people to maintain their health, wellbeing and independence by providing access to good quality information and advice and signposting to local preventative services, with a focus on building their resilience and strengths to stay well and achieve the outcomes that are important to them.

- To promote a culture of continuous development and professional development including to enhance the quality of practice and staff wellbeing.

2. Key accountabilities:

- To provide supervision to Assessment and Enablement Officers.
- To support other members of the team as required.

Caring for people, our places and the planet

- Provide professional support to staff within and across teams and participate in delivering training/development sessions in area of expertise.
- To be responsible for Continual Professional Development (CPD) in order to remain professional registration. To keep up to date with key legislative changes and good practice guidance and developments.

3. Financial Responsibilities:

None

4. Health and Safety Responsibilities

As an employee of the London Borough of Barnet, you are required to:

- Abide by Barnet's health and safety policy and associated arrangements
- Complete mandatory health and safety training
- Follow safe systems of work and use devices/guards provided for safety.
- Wear/use personal protection equipment where issued and instructed to do so, including lone working devices.
- Report any Accident/Incidents/Hazards.
- Take care of your own and other's safety, health and wellbeing

5. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / **L**earning to Improve / **I**nclusive / **C**ollaboration

6. Flexibility

In order to deliver the service effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

7. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

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Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Registered as Social Worker with Social Work England CQSW/ DipSW or equivalent qualification	Essential	Application
Training in relevant legislation appropriate to client group	Essential	Interview
Training in safeguarding of vulnerable adults	Essential	Interview
Experience & Knowledge		
Relevant experience of operating effectively as a practicing Social Worker.	Essential	Application/Interview
Understanding and experience of operating with a comprehensive assessment framework including self-assessment.	Essential	Application/Interview
Experience of preparing clear and accurate correspondence, reports and other written documentation.	Essential	Application/Interview
Understanding and experience of working with vulnerable adults within a care environment	Essential	Application/Interview
Record of high performance in successfully delivering a customer focused service to demanding targets and objectives.	Essential	Application/Interview
Experience of actively and effectively participating in cross-functional networks and local groups.	Essential	Application/Interview
Support, understand and ability to apply the enablement approach as a means of promoting independence.	Desirable	Application/Interview

Experience of supervising and supporting staff		
Sound, practical understanding of relevant legislation (such as the Care Act, Mental Capacity Act), policies and processes necessary to deliver complex and multiple services to vulnerable adults.	Essential	Application/Interview
Sound understanding of social care needs of vulnerable adults within the context of the job	Essential	Application/Interview
Ability and knowledge to represent the Council at external meetings in a professional and competent manner	Essential	Application/Interview
Highly self-motivated with the ability to work effectively on own initiative to challenging deadlines and work demands.	Essential	Application/Interview
Ability to make sound decisions based on information gathered to meet agreed outcomes and possess the judgement to seek advice where required.	Essential	Application/Interview
Ability to establish and maintain strong working relationships with adults, their families, carers and advocates, colleagues, external organisations	Essential	Application/Interview
Ability to work effectively and collaboratively as part of a wider, multidisciplinary team to deliver to common objectives.	Essential	Application/Interview
Understanding of the national and local influences on the organisation and their implications on the service area	Essential	Application/Interview
Excellent written and verbal communication skills, with the ability to communicate complex issues clearly, effectively, accurately and appropriately to members of the public, colleagues and senior management.	Essential	Application/Interview
Good understanding of National Eligibility framework. Ability to advise adults and carers on personal budgets, direct payments and self-funding.	Essential	Application/Interview
Ability to contribute to service developments in a culture of continuous improvement and responsiveness to change	Essential	Application/Interview

Proven competency to handle confidential/sensitive personal information in an appropriate and secure manner in accordance with GDPR and Caldicott principles	Essential	Application/Interview
Competent in the use of the case management and document management systems with an understanding and acceptance of how this benefits the efficiency, effectiveness and safety of the service	Essential	Application/Interview
Problem solving and analytical skills with a creative, flexible and sensitive approach that delivers a personalised and user led outcomes based solution.	Essential	Application/Interview
Commitment and ability to promote and safeguard the welfare of vulnerable adults	Essential	Application/Interview
Understanding of and ability to apply the principles of risk management in the context of the job	Essential	Application/Interview
Ability to work flexibly and embrace mobile working to meet the needs of the service.	Essential	Application/Interview
Understanding of and ability to apply the Service's commissioning agenda	Desirable	Application/Interview
Specialist area of knowledge within Social Work field	Desirable	Application/Interview
Values & Behaviours		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential/Desirable	Application/Interview
Empathy- I say "thank you" and "well done" where appropriate, and take time to 'check in' to see if the people I work with are ok	Essential/Desirable	Application/Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential/Desirable	Application/Interview
Learning to Improve		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential/Desirable	Application/Interview

Agile-I am fully empowered to act within the scope of my role	Essential/Desirable	Application/Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential/Desirable	Application/Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential/Desirable	Application/Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential/Desirable	Application/Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential/Desirable	Application/Interview
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential/Desirable	Application/Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential/Desirable	Application/Interview
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential/Desirable	Application/Interview