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| **COMMUNITY CARE WORKER**  **SALARY GRADE: HBC 7** | Halton Borough Council  resourcing@halton.gov.uk |
| Working at Halton | |
| All our colleagues at Halton have made a positive commitment to delivering great outcomes for our communities. Whoever joins us will share that passion for outstanding service, and strongly align with the values which define our workplace culture:   * Working Together – building fantastic relationships with colleagues and customers * Continuous Improvement – Keeping great service delivery at the heart of everything we do * Personal Growth – Learning, growing and developing ourselves * Accountability – doing what we say we are going to do * Inspiring Leadership – positive roles models and leading by example   *To read more about our values, click* [*HERE*](https://haltoncouncilcareers.co.uk/values/)  **We are immensely proud that when asked what’s great about working for Halton, the most popular response from our workforce has been ‘*our colleagues’*.**  Aside from working with a great team, our employees have access to a fantastic range of benefits, including:   * A generous annual holiday allowance starting at 34 days per year (including bank holidays), increasing with long service * Membership of our defined benefit, salary-linked pension scheme with generous Employer Contributions * 3 x Salary Life Cover via Local Government Pension Scheme * Investment in your personal development * Free Car Parking at HBC sites * Flexible / hybrid working arrangements available * Car leasing schemes * Essential Monthly Car User Allowance\*   *For further information about all the benefits we offer, please click* [*HERE*](https://haltoncouncilcareers.co.uk/benefits/)*.* | |
| About the Job | |
| To contribute to the operational delivery of an effective Adult Social Care Service as part of a team responsible for safeguarding, support planning and promoting the wellbeing of adults with care and support needs continuously improving outcomes using an asset based approach. To identify individual needs through assessment. To plan and co-design individual support plans. To ensure that regular monitoring and reviews of support plans are carried out,. To be responsible for social work provision including managing own caseload whilst managing the reputation of the Department and Council and complying with national and service procedures and guidance.    More specific responsibilities include:   * Manage an allocated workload in line with the policies and procedures of the Team, the Service area and the Council. Demonstrate inclusive practice in relation to identity and diversity, challenging any issues of concern. * Undertake a range of assessments in line with current legislation to include functional, MCA and CHC eligibility to determine the persons care and support needs. Design and agree a personal centred support plan whilst managing individuals expectations and any conflict during times of crisis. * Completion of all reviews/reassessments to identify positive outcomes achieved, any factors that have prevented achievement and necessary adjustments/amendments to care packages to address these issues and to ensure positive outcomes are attained. * Provide advice, information and support to individuals to access universal services. To act in a preventative/enabling role where following initial assessment a client is not eligible for services but may benefit from advice/information/signposting to utilise initiatives within the local community. * Be an effective participant as a Multi-Disciplinary Team member, as part of the assessment/review process * Ensure client information data is lawfully gathered, accurate, up to date, and only divulged in accordance with the GDPR and local government common law duty of confidentiality. Failure to apply these can lead to individuals or the service facing court proceedings. * Record accurate calculations of individual’s budgets whilst commissioning services prior to management authorisation, being responsible for delivering a value for money service. Support/advise any financial concerns while working in conjunction with Finance/Appointee’s and Debt recovery teams. * Promote effective communication with service users, families and carers. Work closely with internal and external agencies as part of a multidisciplinary Team, building relationships across health and social care, NHS, Police and Fire Service. * Undertake risk assessments identified for people referred to and accessing services. * Assist clients to apply for disabled facilities grant or alternative funding and support them to make applications to the Home Improvement Services for adaptations to their home in line with legislation and HBC policies. * Manage collaboratively the team duty inbox including completing emergencies visits/assessments as required. * Refer any safeguarding/DOLs/Provider Monitoring concerns identified to the relevant HBC Teams or stakeholders * Supply support letters to PPP for rehousing when establishing that adaptations are not appropriate for individuals. Support with housing issues and assist with accessing suitable supported housing tenancies by following the relevant housing panel process. * Contribute to the Blue Badge process and the decision making process. * Undertake any other duties and responsibilities as may be assigned from time to time, which are commensurate with the grade of the job, following HBC policies and procedures | |
| About You | |
| A minimum of 3 GCSE’s or equivalent at grade C or above which includes Maths and English, or demonstrate the appropriate level or skills or experience. In addition you will have:   * Direct experience of working with people in a social care, health or voluntary setting. * Knowledge of current initiatives and developments in services for adults including relevant legislation and national policies. * Ongoing commitment to training and personal development * Ability to identify and assess risk and ability to work within ethical standards. * Ability to be solution focused in relation to case work and service development, resolving familiar routine problems autonomously * Awareness of resources, products, solutions and information sources relevant to a variety of different personal needs. * Awareness of environmental impacts on the ability for individuals to maintain their independence. * Ability to follow through on agreements with individuals and families and demonstrate empathy * Ability to understand and demonstrate a commitment to equality and diversity. * Able to work well within a multi-disciplinary environment and ability to manage and organise own workload. * Maintaining up to date record keeping and report writing within the electronic systems. * Ability to recognise and challenge oppressive language, behaviours and practice.   As this role involves regular travel across the borough and sometimes further afield, a driving license and access to a vehicle are essential requirements. Where appropriate, reasonable adjustments will be made in accordance with the provisions of the Equality Act.  The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff, workers and volunteers to share its commitment. | |
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