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| **Social Worker** **SALARY GRADE: HBC 8** | 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  |
| Within the framework of legislation, agreed policies and procedures work with, or on behalf of, individuals and families, to assist them to resolve their personal problems and adjust to, or change their social environment to improve quality of life; practicing effectively, exercising higher quality judgements, in situations of increasing complexity, risk, uncertainty and challenge.More specific responsibilities include:* Progress to practice effectively, exercising higher quality judgements than that of a newly qualified social worker, in situations of increasing complexity, risk, uncertainty and challenge. Have greater confidence and independence (whilst accessing support when needed), using initiative to broaden a repertoire of responses.
* Assess the need for social work service including the identification of risk and the need for protection determining the method of intervention to manage and minimise risk.
* Decide or advise on the use of appropriate social care and/or other services and resources.
* Liaise and negotiate with other professionals, statutory and voluntary agencies to gather information relevant to assessment and planning activities and ensure the best possible service is provided for service users.
* Manage an allocated workload within individual and council priorities and policies. Comply with the statutory obligations of the council.
* Maintain and update appropriate records of work undertaken and carry out required administrative procedures.
* Prepare for, and attend supervision sessions, staff meetings and events and make use of all available training and developmental opportunities.
* Contribute to the evaluation and developments of services and new ideas by sharing knowledge about theory, skills and practice with other social care staff, professional groups and interested bodies.
* Develop and provide a training resource for social workers, support staff and carers.
* Have expertise in one or more areas of practice, be familiar with local resource networks and be recognised by peers as a source of reliable knowledge and advice.
* Undertake any other duties and responsibilities as may be assigned from time to time, which are commensurate with the grade of the job.
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| About You |
| Degree in Social Work or equivalent; Registered with Social Work England Achieved ASYE and Integrated Practice and Progression (IPP) programmes, or equivalent learning modules and practice experience demonstrating capabilities commensurate with the relevant level of the Professional Capabilities Framework Commitment to undertaking one or more of the following qualifications, as well as taking an active role utilising these skills in practice: Practice Educator/Best Interest Assessor/Approved Mental Health ProfessionalIn addition you will have:* Practice-based experience in one or more of the following fields:
	+ Older People
	+ Adults with Learning Difficulties
	+ Physical and Sensory Disabilities
* Rehabilitation Service (including drugs and alcohol, mental health, acquired brain injury or other relevant service)
* Application of person-centred support planning, with an outcome focussed approach.
* Understanding of strengths-based (asset-based) approaches.
* Completing assessments and devising care packages.
* Knowledge of current initiatives and developments in services for adults (locally and nationally)
* Knowledge of relevant legislation and national policies such as the Care Act, Mental Capacity Act, Mental Health Act and Code of Practice and human rights and equality statute.
* Knowledge of personalised approaches to safeguarding adults.
* Able to work effectively with adults who access support, and their carers.
* Able to manage and organise own workload, with clear record keeping and report writing.
* Able to be flexible and innovative and the ability to work remotely
* A commitment to working in a multi-disciplinary environment.
* Experience of social care IT solutions.
* Commitment to supervision, critical reflection and analysis.
* Commitment to own professional development.
* Awareness of Equality and Equal Opportunities and the ability to demonstrate this within a work environment and commitment to challenge discrimination.
* Commitment to promote the best interest of the adult and their family/carers.

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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