



# South Tyneside Council

## CHILDREN, ADULTS AND HEALTH

### JOB DESCRIPTION

<b>POST TITLE:</b>	Consultant Social Worker - Adults
<b>GRADE:</b>	LGS Band 8
<b>RESPONSIBLE TO:</b>	Operations Manager
<b>RESPONSIBLE FOR:</b>	To lead and develop first-year participants on the Think Ahead programme

### Overall Objectives of the Post:

Our aim is to work with all our partners and deliver Practice to be Proud of to support the people of South Tyneside to Live Better Lives. To enable us to do this, we are changing our practice to have conversations to find out what really matters to the people we work with. We are getting to know what there is in our communities and through our Let's Talk Together strengths based approach, we link people with the right support and empower individuals to promote their health, wellbeing and independence.

Consultant Social Workers play a crucial role in preparing Think Ahead participants to become outstanding social workers. You will share your caseload with a unit of four Think Ahead participants who are placed in community mental health settings and provide an outstanding practice learning experience, acting as a role model for participants.

### Professional Duties and Responsibilities:

#### **Management of the Think Ahead unit**

- Responsible for all cases allocated to the Think Ahead unit - ensuring that effective social work support is provided in each case in accordance with relevant legislation and local and national policy
- Role model outstanding evidence-based social work practice to Think Ahead participants
- Evaluate the effectiveness of social work interventions using routine outcome measures

#### **Development of a high quality practice learning experience**

- By sharing your caseload you have the responsibility to support participants on their challenging journey towards qualification as mental health social workers
- Allocate work to participants in line with their learning needs and developing practice skills
- Promote a growing degree of autonomy in participants' practice to ensure practice readiness at the point of qualification, while retaining accountability for all cases held within the unit
- Work intensively with participants as they are exposed to varied and increasingly complex casework as their placements progress
- Work with line manager to ensure a sufficiently varied caseload, so that Think Ahead participants are best placed to become practice-ready at the point of qualification
- Provision of supervision, weekly unit case discussion and ad hoc support to participants.
- Support participants to develop leadership qualities in practice
- Delivery of coaching and action learning with participants

**Assessment and performance management**

- Formal assessment of written and practical work completed by Think Ahead participants on placement, including regular direct observations of practice
- Final sign-off for participants to successfully complete the practice learning experience
- Provision of feedback to participants, addressing performance issues where required in partnership with the Academic Tutor
- Maintain a personal responsibility to keep up to date with changes in practice and legislation, ensuring you have at all times an up to date record to support HCPC renewal.
- Through discussions on relevant development on each case, have a commitment to actively participate in regular reflective supervision and appraisal through Employee Performance Management (EPM).

South Tyneside Council is committed to safeguarding and promoting the welfare of children, young people and adults and expects all staff and volunteers to share this commitment. Successful applicants will be required to produce an Enhanced Certificate of Disclosure from the Disclosure and Barring Service.

All employees have a responsibility to undertake training and development as required. They also have a responsibility to assist, where appropriate and necessary, with the training and development of fellow employees. All employees have a responsibility of care for their own and others' health and safety.

The above list is not exhaustive and other duties may be attached to the post from time to time. Variation may also occur to the duties and responsibilities without changing the general character of the post.

Reference: LC/VP  
Date: 29.04.19

# Moving Forward Together: Our Values; Our Behaviours; Our Future

Our Moving Forward Together Values and Behaviour Framework sets out our expectations around the way we will work within Adults and Integrated Care within South Tyneside, right from our leadership to our frontline practitioners.

## INTEGRITY

## VALUING PEOPLE

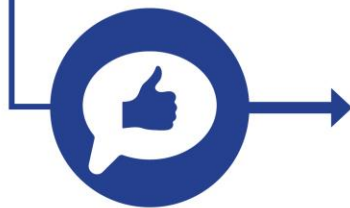
## EXCELLENCE

We will do the right thing whatever the circumstances

We will respect everyone and appreciate their diversity

We will strive for continuous improvement

Together we will do what we say



- Act with integrity and be clear about our own responsibilities and accountable for our actions
- Tell people what they can and cannot expect from us
- Respond when we say we will to people's queries, even if we can't provide a full answer but we will take responsibility for clarifying what we don't know
- Balance competing priorities to meet standards and expectations
- Trust colleagues to fulfil their responsibilities
- Communicate in an open, honest, clear and concise way
- Respect people's right to confidentiality, sharing information only in their best interest

Together we will focus on Solutions



- Value people and see the individual as the "expert" on their own life and believe choice and control should be in their hands
- Help people and communities find their own solutions, building on their strengths and assets
- Actively listen to and involve others, before making decisions and keep others informed of progress
- Consider alternative solutions, using council resources responsibly and effectively
- Be flexible in the way we deliver our services to meet people's individual needs
- Take planned risks to inspire creative and effective solutions, learning from our successes and failures
- Work more effectively with individuals and their families and in partnership with health services, the voluntary sector and other organisations

Together we will be the best we can be



- Deliver "Practice to be Proud of"
- Model the behaviour we want to see in others and lead by example
- Keep up to date with developments in the service, regionally and nationally around best practice and new developing strategies
- Act on comments or feedback
- Share Ideas, resources and information effectively and actively develop our own knowledge and skills
- Take pride in our own work and that of our team members
- Celebrate team success and create a positive team spirit
- Promote and drive continuous improvement by asking "How could we do this better?"
- Continually challenge current practice and put forward ideas for improvement



**South Tyneside Council**



living **better** lives

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