

Transition Social Worker (Experienced)

Grade:	Grade 12
Hours per week:	36
Reports to:	Team Manager
Responsibility for:	Supervisory responsibility for ASYE Social Workers

Job Purpose:

Social worker will be responsible for managing a range of cases for young people, supporting them and their families throughout their transition into adulthood. The responsibilities will include joint working with Children's Services and SEND, developing Transition support plans for young people, undertaking reviews, completing adult needs assessments, attending LAC review meetings, carrying out Safeguarding investigations and attending relevant meetings with partner agencies and attending court hearings.

This is a Social Work team working with complex cases age 18-25 and working jointly with children social worker on case 16-18.

Social Workers will assess the individual needs of those referred and access or provide appropriate support that will address both physical and emotional wellbeing and promote meaningful and positive outcomes.

As part of their case load or participation in duty Social Workers will provide a service to individuals and families in social crisis which requires an immediate and/or urgent response & also to work on the reviews. This requires specific skills and strategies of intervention either to resolve the emergency as a self-contained task, or part of a longer-term situation. It requires a good understanding of social work methods. Experience of working in adult or children services is important.

Key Deliverables:

- Knowledge of current and proposed Social Services legislation, particularly the Children Act (s), Mental Health Act, Community Care Act, mental Capacity Act and their practice implications.

- To undertake Strength/Asset Based/Assessments and or reviews, sign post, respond to enquiries and to implement support packages where required to minimise the risks identified In line with the Care Act 2014 and Community Led Support.
- Understanding of NHS continuing care processes
- Undertake Mental Capacity Assessments when required and complete Court reports as required
- To maintain up-to-date knowledge of developments in Transition work / best practice & information for carers, and apply this knowledge in delivering services to young adult, carers and their families.
- Liaise with other agencies in providing effective Young adult services to individuals and families and develop effective partnership working.
- To provide informal support to less experienced and qualified SW's in the team and to contribute to on the job training in relation to team policies and procedures and induction arrangements.
- To engage with young adults and their families, support networks and build a quality of relationship that directly impacts on outcomes.
- Understanding of working with SEND.
- To contribute to the delivery of the Service's engagement strategy and, depending on level, have responsibility for a particular relationship.
- To maintain records that evidence our engagement with adults and families, informs the quality assurance framework e.g. quantitative, qualitative and outcome information for young adults and families.
- To contribute to quality assurance exercises and activity as part of the service's quality assurance framework.
- To maintain up-to-date knowledge of research findings, legislation, statutory guidance and policy developments relevant to the service area.
- To apply the research evidence, legislation, guidance etc. in practice: in assessments, professional judgments, care plans, direct help and matching of young adult / family needs and services.

Key Stakeholder Relationships:

Internal: Adult and Childrens Social Care, Early Intervention Service, Integrated Youth Support Service, Legal Services, Finance Services, Strategy, Commissioning, Procurement & Performance, Business Support Service, Councillors

External: Engagement with young adult and families will be a key contact. Designated and named health professionals, CAMHS, Probation service, Borough police, Police Child or Adult Abuse Investigation Team, Courts, Family Engagement Partnerships, Young adult 's Centre Collaborations, Schools, Service providers in the private, voluntary and community sectors. Community / faith organisations. Adult mental health and substance misuse services, Domestic violence services. Local, national and London-wide adult mental health and substance misuse services, forums and research bodies.

Statutory Responsibilities: Local authority statutory responsibilities relating to young adults in need, including those in need of protection and looked after young adults.

Political Restrictions: This post is not politically restricted.

Other Considerations: Able to work outside of normal office hours when required and outside of the Borough. Registered as a social worker with the HCPC. Undertake an enhanced DBS disclosure prior to employment and then every three years.

Specific Minimum Qualifications and Expertise

It is expected that Advanced Social Workers will provide greater impact / efficacy of their intervention, greater autonomy, and leadership. Be exemplary in practice in engagement of and relationship building with young adult and families. Have the ability to evidence multi-agency partnership working and make use of critical reasoning modelling and facilitating reflective and evidence informed practice

Essential knowledge:

Social work qualification recognised by HCPC.

Working knowledge of national policy and developments regarding young adult's social care, and policy areas that impact on young adult's social care.

Demonstrable working knowledge of relevant legislation, statutory guidance, standards and procedures.

Essential skills and abilities: Able to engage and develop effective professional relationships with young adult and families to achieve sustainable positive outcomes

Able to engage and develop effective professional relationships with other professionals and organisations for the benefit of individual young adult and families in assessment, care planning and delivery

Ability to assess young adult and families holistically in relation to their need for support and/or protection from harm Able to make sound professional judgments.

Able to develop, implement and review evidence-based multiagency care plans which focus on and successfully deliver safety and well-being outcomes for young adults .

Able to communicate to a high standard verbally and in writing, and to produce and present high quality reports.

Able to comply in practice with statutory requirements and guidance, and local procedures and standards.

Essential experience:

Significant experience of working in a statutory setting with young adult and making professional judgments that deliver improved outcomes .

Evidence of building effective relationships with young adult , families and other professionals.

Substantial experience of effective analytical assessments and outcomes-focussed care plans.

Corporate Values

Our values are the base of every job role within Croydon – our values are fundamental in everything we do as a Local Authority.

- You are required to demonstrate a commitment to our corporate values and this will be assessed using the criteria below:

One Team: To cross boundaries to work together towards shared goals with colleagues, partners and communities

- You are strategically innovative in your approach to building and maintaining partnerships and you and your teams act in a joint enterprise with them.
- You use your contacts and colleagues to bring teams together

Proud to Serve: We strive to always do our best for the community, getting the most from limited resources and using taxpayers' money wisely

- You are proud to be part of the wider Croydon and the contribution you and your teams make to it.
- You make a difference to people's lives through engagement and you strive to get the best possible value for money for customers.

Honest and Open: We work hard to build trust by treating everyone with honesty and integrity

- You think through who needs to understand what during communication; and take care to communicate detail clearly. You take people's views into account continuously. You trust people, colleagues and staff, to do their best and deal with any issues positively.

Taking Responsibility: We encourage and support each other to take responsibility and show what we can do, learning together and recognising each others' contributions

- You are clear where formal accountability lies and where we can all take responsibility for results. You praise your colleagues for their efforts and ideas and thank them for their contributions.

Valuing Diversity: We make the most of the many perspectives that make Croydon distinctive

- You treat all staff and customers with equal value and respect. In everything you do, you make good use of the wide variety of background, skills and perspective your teams, the Council and the community demonstrate.

Updated: ?