



Job Description

This job description has been designed to indicate the general nature and level of work required of the post to indicate the level of responsibility. It is not a comprehensive or exhaustive list, and the line manager may vary duties from time to time which do not change the general character of the job, or the level of responsibility entailed.

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Post Details	
Job Title	Social Worker - Adult Social Care
Service	Adult Social Care and Health / Integrated Mental Health Service
Team	Mental Health Social Care Team
Location	Resource House
Reports to	Senior Social Worker
Worker Style	Hybrid - remote working with attendance at Resource House, Council offices, hospitals and community locations as required
Responsible for	No formal line management responsibility. May mentor or support less experienced workers and students.
Grade	NRSG2
Contract Type	Fixed Term Contract
Post number (if known)	702628

Main Accountabilities	
1.	Undertake strengths-based, person-centred assessments, reviews, reassessments and support planning with adults with complex mental health and social care needs and their carers. Apply the Care Act 2014, Mental Capacity Act 2005, Mental Health Act 1983 (as amended), Section 117 aftercare duties and other relevant law, guidance, policy and procedure as applicable to the person.
2.	Hold and manage an allocated mental health social care caseload. Work with people to identify outcomes, promote wellbeing, independence, choice and community connection, and arrange proportionate, lawful and cost-effective support to meet eligible needs.
3.	Assess risk and develop, implement and review risk management plans. Promote positive risk enablement while protecting the person and others. Identify concerns about abuse or neglect, make or support safeguarding enquiries and contribute to multi-agency safeguarding plans in line with local procedures.
4.	Work as an effective member of the integrated multidisciplinary team. Build constructive relationships with individuals, carers, families, NHS colleagues, providers, voluntary and community organisations, housing, Police and other agencies; contribute to MDTs, professional meetings, duty arrangements and coordinated discharge and aftercare planning.
5.	Exercise professional judgement when analysing complex information, mental capacity, risk, strengths and support options. Communicate clearly, prepare high-quality assessments and reports, escalate concerns appropriately, and manage time, competing priorities and workload safely.





6.	Maintain accurate, timely and lawful electronic case records and comply with information governance requirements. Uphold Social Work England professional standards and registration, participate in supervision and reflective practice, maintain continuing professional development, contribute to service improvement, and support the learning of colleagues and students where appropriate.
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Person Specification	Essential	Desirable
Education/Qualifications	Professional Social Work qualification Current registration with Social Work England Successful completion of ASYE, or equivalent post-qualifying competence Commitment to continuing professional development	Approved Mental Health Professional qualification or willingness to undertake AMHP training Practice educator qualification or interest in supporting student learning
Experience	Post-qualifying experience in adult social care or a health setting Assessing complex needs and managing risk Working effectively with adults, carers, families and professionals Interpreting complex information and producing clear, defensible decisions and reports Influencing, negotiation and multi-agency working	Experience working with adults with serious mental health needs Experience of Section 117 aftercare, hospital discharge, safeguarding enquiries or integrated mental health services Experience mentoring colleagues or supporting students
Skills/Knowledge	Strong working knowledge of the Care Act 2014, Mental Capacity Act 2005, adult safeguarding and relevant professional standards Working knowledge of the Mental Health Act 1983, including Section 117 aftercare Strengths-based, person-centred assessment and support planning. Risk assessment and risk management. Clear written and verbal communication, analytical ability and professional judgement Ability to manage a complex caseload, competing priorities and lone working Confident use of Microsoft Office 365, Copilot, and electronic social care recording systems	Knowledge of mental disorders and recovery-focused practice Knowledge of local health, housing, voluntary and community services Understanding of forensic mental health and social supervision Experience of co-production and Social Care Future principles

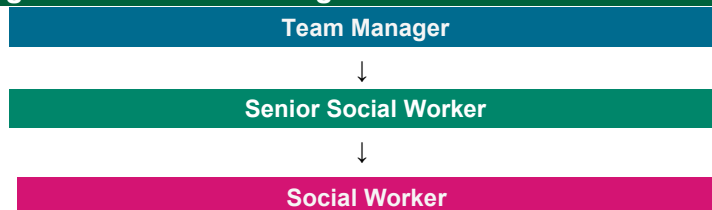
Purpose Details	
Service Purpose	The Integrated Mental Health Service provides specialist social care interventions for adults with a serious or suspected mental health condition, including statutory Mental Health Act work and social supervision. The service supports people to live safely in the community, maximise their strengths and independence, and supports carers in their caring role for as long as they wish to continue.





Role Purpose	To provide lawful, strengths-based and person-centred social work to adults with complex mental health and social care needs and their carers. The role assesses need and risk, plans and reviews support, coordinates aftercare and works within an integrated multidisciplinary team to promote wellbeing, safety, independence and community inclusion.
Corporate Parenting	You will champion the principles of corporate parenting by embedding its ethos in all aspects of service delivery, ensuring decisions and actions consistently reflect the responsibility to act as a corporate parent to children in care and care leavers, and actively contribute to shaping and implementing the wider corporate parenting strategy.

Organisation Chart - Integrated Mental Health Service



Supervision and Relationships	
Supervision Received	Professional and case supervision from the Senior Social Worker at least every four weeks, with access to management oversight, reflective discussion and additional support for complex or high-risk work.
Supervision Given	No formal supervisory responsibility. The postholder contributes to the development of less experienced workers and students through mentoring, coaching, shadowing and shared learning. Formal supervision may be undertaken only where agreed and supported through an appropriate development plan.
Contacts	Adults using services, carers and families; Mental Health Social Care colleagues; NHS mental health and acute hospital teams; other Council services; care providers and commissioners; housing; voluntary and community organisations; Police, Fire and ambulance services; finance, legal and safeguarding colleagues. Contact is for assessment, care coordination, safeguarding, risk management, discharge and aftercare planning, service delivery and review.

Resources/Budget Management

No direct budget responsibility. The postholder contributes to meeting assessed needs in a proportionate and cost-effective way, follows the Council's financial and authorisation procedures, and monitors commissioned support as part of review and care management activity.

Special Requirements

- Ability and willingness to travel and work across Council offices, community locations, hospitals, care settings and people's homes.
- Regular home and hospital visits, including lone working, in accordance with safety procedures.
- Participation in Mental Health Social Care team duty rota and service arrangements as required (including work across Adult Social Care where required to meet service demands).
- Enhanced DBS check with the relevant Adults' Barred List check.
- Ability to work flexibly in response to service need and urgent or high-risk situations.
- Duties may include direct forensic casework and social supervision (training would be provided where this expected), participation





Occupational Health Risk Assessment	Details
Skin/Respiratory Sensitisers	No
Working at Height	No
Exposure to Noise (>80-85dB)	No
Confined Spaces	No
Frequent Display Screen Equipment Use	Yes
Driving for Work	Yes – travel is required
Hand Arm Vibration	No
Lone Working	Yes
Healthcare/Social Contact with Patients	Yes
Blood Borne Viruses Exposure	No
Food Handling	No
Working with Animals	Yes
Specialised Medical Screening	No
Night Working	No
Safety Critical Work	No

Nature of the Role	Details
Healthcare or Hospital Work	Yes
Working with Children (under 18)	No routine direct work; contact may arise through whole-family and safeguarding activity
Working with Elderly/Vulnerable Adults	Yes
Work Environment Details	Based at Resource House with hybrid working across Council offices, community settings, hospitals and partner locations. Travel and occasional out-of-hours work are required. This also involves lone working.

Role Involvement	Details
Working with Children	No routine direct work; incidental contact may occur
Working with Vulnerable Adults	Yes





WOKINGHAM
BOROUGH COUNCIL

Both of the Above	No
Providing Care/Supervision for Children	No
Providing Care/Supervision for Vulnerable Adults	Yes
Both of the Above	No
None of the Above	No

Disclosure and Barring Service (DBS)		Details
DBS Requirement	Enhanced DBS check for the adult workforce, including the relevant Adults' Barred List check, subject to confirmation through the Council's DBS eligibility process.	
Eligibility Tool	Find out which DBS check is right for your employee - GOV.UK (Find out which DBS check is right for your employee - GOV.UK)	

Re-checks
DBS status must be maintained and any required re-checks completed in line with Council policy, statutory requirements and the conditions of the role. The postholder must promptly disclose relevant changes in circumstances in accordance with Council policy.

Evaluation Declaration	
Date of Evaluation:	To be completed
Evaluated by:	To be completed

