

Job description

Mental Health Social Worker

- Grade: SO2 – PO3
- Reports to: Senior Social Worker/Team Manager/AD MH SW
- Direct reports: Up to 2x staff/students
- Your team: Mental Health Service
- Service area: Mental Health Service
- Directorate: Health and Social Care

Special requirements of the post

Workstyle: Front facing (High presence, three to four days a week)

- Colleagues with regular physical contact with residents and businesses in the borough and on-site, but some activities could be done remotely (such as paperwork)

This post requires a DBS check at the appropriate level (Enhanced with Barring)

This is a safety critical post and will be subject to the council's drug and alcohol policy

This post is subject to the council's declaration of interest procedure

This post is designated as politically restricted

Our mission

Islington is a place rich with diversity and culture. As a council our sense of purpose couldn't be clearer: we serve. It's in the logo. We are committed to challenging inequality in the borough and as one of the largest employers we know that to look after the place and the planet, we have to look after our people. **Together we can change the future.**

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

Overview of the role

The Mental Health Social Worker works as part of a multi-disciplinary mental health team, alongside NHS colleagues and partner agencies, to support adults experiencing mental illness and/or dementia. The role involves undertaking statutory assessments, care planning, safeguarding responsibilities, and coordinating support to promote recovery, independence, wellbeing, and social inclusion

Key responsibilities

Please list each key responsibility of the role:

- Work in a multi-disciplinary mental health team alongside colleagues employed by the NHS and other agencies.
- Managing a caseload of service users with a diagnosis of either a mental disorder and/or dementia.
- To undertake carers and service user's assessments, reviews and support plans either combined or separate to ensure needs are met, recording clearly as outlined by the Care Act.
- To take responsibility for promoting and safeguarding the welfare of young person's / vulnerable adults in your care and those who you come into contact with.
- Undertaking assessments of service user's mental health or dementia needs as part of a multi-disciplinary team.
- Supporting service users and carers to undertake self-assessments as appropriate and to access direct payments.
- Undertake duties for allocated caseload for the purpose of the Care Programme Approach/Dialog+ for care planning within the NHS. Participating in duty rotas as required, screening referrals and dealing with urgent/emergency visits/assessments.
- Supporting service users with mental health disorders and/or dementia to access support from other agencies and informal networks using a strength-based approach.
- Directly providing social care interventions to address service users' mental health needs.
- Working in a think family approach, working and supporting families as a whole network where identified. Making referrals as necessary to children's social care services when children in need or child protection issues are identified.
- Attendance at meetings, case reviews, conferences, working parties and training when directed, bring written or verbal reports and updates in line with good practice and policy.
- Giving evidence at Mental Health Tribunals and Managers Hearings as required.
- Identifying and assessing capacity during work with service users, undertaking MCA and BI reports, making legal referrals and ensuring legal processes are followed in respect of COP.
- Advising on welfare rights and making referrals to the Maximising Income Team when required.
- Carrying out an excellent level of workload recording, using electronic recording systems as necessary, ensuring reporting, case notes and other documents are kept up to date.
- Assist with setting up, running and development of projects and groups.
- Assist with the maintenance of co-ordination links with neighbourhoods, local communities, other agencies and non-statutory organisations.
- When meeting need, to ensure a strength-based approach is used at all times, ensuring that any commissioned packages are regularly reviewed, value for money and of high

standards. Feedback to be given to team manager and commissioners regarding any concerns.

- To work alongside and build close links with legal and housing to support complex and vulnerability service users, responding in a timely manner for information and reports.
- At all-time carrying out responsibilities/duties in line with legal requirements and Council policies and procedures including quality standards.
- To undertake such other minor and/or non-recurring duties appropriate to the post, as may be directed.
- Use of information technology systems to carry out duties in the most efficient and effective manner.
- • To achieve agreed service outcomes and outputs, and personal development targets, as agreed with your supervisor.
- To undertake training and constructively take part in meetings, supervision, seminars and other events designed to improve communication and assist with the effective development of the post and post holder.
- To be committed to the Council's CARE values and ASC principles to demonstrate this commitment in the way duties are carried out.
- To ensure that duties are undertaken with due regard and compliance with the Data Protection Act, GDPR and other legislation, national and local policy and guidance.
- To carry out duties and responsibilities in accordance with the Council's Health and Safety Policy and relevant Health and Safety legislation.
- At all times to carry out responsibilities/duties within the framework of the Council's Dignity for all Policy. (Equal Opportunities Policy).
- To undertake duties as directed by team manager or any other senior as directed and as service demands.
- To be able to move around the borough, be flexible and working as a "one service" approach when service demands.
- Any additional duties consistent with the grade and level of responsibility of this position, for which the holder possesses the required experience and/or training.

SO2:

- Newly Qualified Social Workers (NQSW'S) starting grade whilst on ASYE Programme and under one year probation.

PO1:

- To identify and undertake safeguarding concerns, investigations and develop protection plans as well as acting as SAM (if appropriate) where required.
- Carry a full case load including dealing with more complex situations/cases
- Play an active role as professional member of multi-disciplinary teams and networks

PO2:

- To work as an AMHP/AMCP and undertake assessments when on the rota.
- Becoming increasingly self-directed in managing workload and decision-making relating risk assessment and management.

PO3:

- Responsibility for the supervision/line management of case managers, support workers, students, volunteers and where appropriate
- Undertaking post qualifying training or more specialist work for example Practice Education.
- Direct, participating in team and departmental quality assurance programmes and contribute to audits when directed, to play more active role working with Senior Social Worker to implement action plans to improve the service.

Compliance

Ensure adherence to legal, regulatory, and policy requirements under GDPR, Health and Safety, Employee Code of Conduct and in your area of expertise by identifying opportunities and risks, and escalating issues as necessary.

Person specification

Your application form needs to demonstrate how you fulfil the role's requirements. It is essential to address the criteria, as this will be used to evaluate your suitability for the position.

Essential and desirable criteria

Essential: the basic requirements that must be met for someone to be considered for a particular job. These criteria are mandatory and cannot be negotiated. Essential criteria directly impact the core qualifications or skills necessary to perform the job effectively.

Desirable: the additional qualities, skills, or qualifications that would be advantageous for a candidate to possess but are not mandatory. Not meeting them does not automatically disqualify someone from consideration for the job. This also allows candidates who do not possess certain desirable criteria the opportunity to explain how their other knowledge, experience and skills relate to these and what they may be in the process of doing or willing to do to achieve these.

Knowledge, experience, and skills

Point	Criteria description	Essential/desirable
1	Diploma or Degree in Social Work	Essential
2	To work as a practising AMHP or be prepared to undertake the AMHP course when next available.	Essential
3	This post requires registration with Social Work England	Essential
4	Experience of working with people from ethnic minority communities in inner city areas.	Essential
5	A working knowledge of the key principles of the Care Act, Mental Health Act, Mental Capacity Act and other relevant legislation and guidance relating to the provision of services for adult client groups, and in particular people with mental health problems.	Essential
6	Ability to undertake care planning, and to negotiate packages of care with LBI and independent sector providers to meet assessed care needs.	Essential
7	Ability to recognise adult protection issues and to undertake safeguarding investigations	Essential
8	Ability to maintain up to date, comprehensive electronic case records and attend/chair review meetings.	Essential

Point	Criteria description	Essential/desirable
9	Ability to assess needs of individuals referred for social care against Care Act Eligibility Criteria and undertake other statutory functions such as MCA/BI assessments, financial assessments, COP Reports, Tribunal Reports etc.	Essential
10	Ability to liaise effectively with community, health service, hospital and independent sector staff and providers in Islington and outside the Borough in providing a social work/care management service to individual service users with mental disorder and/or dementia.	Essential
11	Displays an awareness, understanding and commitment to the protection and safeguarding of young people and or vulnerable adults	Essential

Our accreditations



Our accreditations include Disability Confident Leader, The Mayor's Good Work Standard, London Living Wage Employer, Stonewall Diversity Champion, and Employer with Heart.