

Job description

Multiple Disadvantage Social Worker

- Grade: PO1-3 Bar
- Reports to: Complex Needs Team Manager
- Direct reports: None
- Your team: Complex Needs Team (Adult Social Care)
- Service area: Housing Needs Service
- Directorate: Health and Social Care

Special requirements of the post

Must be a professionally qualified social worker, with experience of working in Adults Social Care and must hold a current registration with Social Work England.

Workstyle: Frontline (Full presence, working in the borough full time)

- Colleagues whose role is delivering frontline services to residents, visitors, businesses and/or other colleagues while present in the borough and activities cannot be done remotely. This role will also include carrying out assertive outreach with homeless outreach team, which may include occasional unsocial hours shifts.

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

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

This role is a key component in supporting Islington Council's Homelessness Prevention and Rough Sleeping strategy, working across the professional safeguarding areas of Adult Social Care, Health, and Housing. The post holder will work as part of a multi-disciplinary team, providing flexible, rapid assessments to support risk management and care planning for individuals who are rough sleeping or living in supported/temporary accommodation. The postholder will be co-located within the Housing Needs Service and aims to ensure adults who require further action under Islington Council's responsibilities to protect adults at risk from harm or abuse under the Care Act 2014 receive the most appropriate and proportionate statutory response.

Key responsibilities

- To flexibly support initial response to high-risk individuals who are street homeless, provide rapid assessments where needed and robust time limited care coordination/case management input as required.
- To hold a case load in respect of individuals who are rough sleeping/have experienced homelessness, who have multiple support needs and vulnerabilities which impacts on their independence and daily living, working with outreach and appropriate partner organisation's, in line with locally agreed referral pathways and procedures.
- To develop strong links with local street homeless services with a priority on, but not limited to: Street Outreach, Substance Misuse, Primary and Secondary Health services, Local AMHP Service, Core and community mental health teams, supported accommodation providers and different social work teams across the Council.
- To support homelessness prevention, offering additional capacity and guidance to manage risk where accommodation placements are at risk.
- To understand safeguarding and report any safeguarding matters to relevant parties and record on safeguarding S42.1 form, as well as conducting safeguarding enquiries
- To be able to provide statutory reports in a well detailed timely fashion such as assessments, reviews, care and support plans and where relevant carers assessments.
- To be familiar with the different panels relevant to the role and ability to complete the paperwork for panel if a funded package is required, making presentation to panel members.
- To have strong communication, working with various parties but also with the individual, being clear on your role and expectations, being to engage with potential hard to reach individuals.
- To produce quarterly progress reports to support ongoing development of the role, to maximise impact.
- Deliver improvements to information gathering on vulnerable adults rough sleeping, who have care and support needs. Gather intelligence in line with GDPR regulations, in order to inform future intelligent commissioning strategies.
- 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.

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	Qualified Adult Social Worker with experience of working with adults experiencing complex issues	Essential
2	Provide timely, flexible, creative and robust assessment/risk responses for referrals of street homeless individual's and those living in supported/temporary accommodation, referred through agreed pathways. This will include conducting on-street assessments, joint working with the homeless outreach team and other relevant partners, including supported accommodation providers	Essential
3	Be confident and knowledgeable in applicable law as it relates to the National Homelessness agenda and social work legislation including: the Care Act 2014; Mental Health Act 1983 Amended 2007; Mental Capacity Act 2005; Homelessness Reduction Act 2017; Housing Act 2004 and understand the statutory guidance and its processes in order to safeguard and promote the best outcomes for vulnerable adults experiencing homelessness or rough sleeping issues.	Essential
4	Contribute to the development and implementation of local policies, procedures and systems in partnership with the local Commissioning Leads.	Essential
5	Develop effective partnership working that is positive and constructive and respectful of differing roles and responsibilities and the value they can bring to safeguarding of vulnerable adults. Support team members both internally and externally with partners as part of sharing information and developing safe multi-	Essential

	agency plans for individuals affected by homelessness/rough sleeping.	
6	To work in partnership with all relevant partner agencies concerned with the health and wellbeing of vulnerable adults experiencing homelessness	Essential
7	Quality assure the practice of case work in order to improve standards in this area.	Essential
8	To promote and champion equality and diversity in the delivery of all activities associated with this role.	Essential
9	Plans own time and effectively prioritises workload, takes responsibility over time for providing professional advice, assessments or referrals as necessary to colleagues within ASC.	Essential
10	To operate at all times within the professional ethics and disciplines of social work as described in the BASW code of ethics, the Social Work England Professional Capabilities Framework and the Health and Care Professionals Council Standards of Practice.	Essential
11	Ability to support, promote and deliver services in line with the Council's Equal Opportunities and Dignity for All policies, highlighting the specific needs of different groups.	Essential

This role will be appointed at PO2:

At PO1 - Overall responsibility for development and coordination of:

- Robust and flexible initial response to statutory Care Act 2014 assessment and risk assessment requirements for homeless and rough sleeper adult referrals.
- To provide specialist social work case management input to individuals impacted by homelessness and rough sleeping issues.
- To develop strong and effective partnerships with all partner organisations directly involved in supporting people who are experiencing homelessness/rough sleeping.
- To contribute to the development of data capture, enabling accurate reporting of need and analysis of effective interventions.

At PO2 - The role will involve some specialist work including:

- Collation, processing and analysis of complex information in relation to homelessness and rough sleeping and safeguarding within the Adult Social Care and Health Sphere
- Maintain accurate and meaningful records within local authority database in order to inform data collection for informed responses to homelessness and rough sleeping issues.
- Ensuring adults at risk who require further action under Islington's responsibilities to protect adults at risk from harm or abuse under the Care Act (2014) receive the most appropriate and proportionate safeguarding response.

At PO3 – The role will involve significant specialist work including:

- Carrying out mental health act assessments (if AMHP qualified) in conjunction with relevant colleagues.
 - Supporting system change through the development of 'Pathways' into services, working with relevant stakeholders to create a responsive service offer for people experiencing homelessness and multiple-disadvantage.
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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.