

Job Profile

Job Title: Experienced Social Worker – Transition/ Preparing for Adulthood - CYPDS
Job Grade: Level 4 Zone 1
Salary Range: £43,004 - £49,131 (plus 3% allowance)

About Camden:

'Camden' is building somewhere everyone can thrive, by making our borough the best place to live, work, study, and visit. Because we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

Team:

The Children and Young People's Disability Service (CYPDS) is a Social Work and Social Care service for children and young adults with complex and profound disabilities, based within the London Borough of Camden Supporting People Directorate. We work with disabled children and young people and their families from birth up to the age of 25 providing both statutory and social care support needs.

CYPDS works closely with a range of statutory and voluntary service providers including Education, Health and Adults Social Care to ensure a holistic package of support is in place to promote positive outcomes for disabled children and young adults including a clear focus on the young person's transition to adulthood. This role is to work specifically with young people who are transitioning into adulthood, up to the age of 25.

In this role the successful candidate will be working with young people and their families, and provide support for those eligible under Care Act. The post holder will complete Care Act assessments, care planning, and reviews, working closely with health and other adult services to ensure care plan is person centred and strengths based.

In this role the candidate will need to ensure the voice of the young person is at the centre of care planning, and the unpaid carers have a Carers Assessment. The interventions will be under Care Act, Mental Capacity Act, and Children and Families Act for those with EHCPs. This also may include information, guidance and advice on local, universal provision and services in Camden, awareness about the Short Breaks (respite) for young people up to the age of 25. The post holder will also work jointly with adults Health for those who may need an assessment under the National Framework for Continuing Health Care.

The candidate could also have an understanding of Children Social Care statutory framework, however if this is not the case, CYPDS will provide an opportunity for learning and observing work for under 18s, to ensure the post holder has an awareness of the different services and types of interventions that can be in place for disabled children and young people before the age of 18.

Role Purpose:

- We are looking for a talented, experienced, highly motivated post qualified Social Worker who is keen to progress and share our values of working as one team and finding better and more innovative ways of doing things within CYPDS.
- You will need to be to a person centred, strengths based and pro-active analytical thinker, with embedded experience of working in an integrated setting with disabled young people and experience of Learning Disabilities, Adult Safeguarding, Mental Capacity assessment, Care act assessments, review, care planning and working with parents in their roles as carers. You will also need to be a strong team worker, who brings ideas for service delivery and in partnership with parents and young people.

- You will have a good knowledge and experience of working with Care Act, Mental Capacity Act and undertake Carers Assessments.
- You will be part of developing and supporting a comprehensive service for Disabled Young People and their families arising out of the Council's duties and powers under legislation and regulations, Council and Departmental policies and procedures.
- You will work in accordance with guidelines set out by local management and to make appropriate use of statutory, independent, and voluntary resources.
- You will demonstrate a high level of professionalism, ensuring professional social work standards are maintained at all times.

Example outcomes or objectives that this role will deliver:

- To work as a part of a team to provide, co-ordinate and develop a comprehensive service for disabled young people using the broad categories of services and resources available to young adults and their families to meet identified needs.
- To hold a caseload of Transition work to prepare young people for adulthood and work closely with their parents carers, colleges and health
- To undertake direct work and observations with young people, empower them and their voices, lived experiences are well understood, focusing on strengths-based approaches during assessment, care planning and review.
- To establish a network of internal and external colleagues from whom to seek advice and expertise.
- To take a leading role in the Department's provision of a comprehensive service.
- At all times carrying out responsibilities and duties with due regard to legislation and to the Council's childcare and adult policies and within the framework of an integrated range of services for children, young adults and their families.
- To take shared responsibility in ensuring that services offered to clients meets the needs of the multi-racial and multi-cultural community in Camden.
- To participate in the development and updating of policy, practice and procedures as relevant to the post and help sustain a learning culture.
- To be aware, understand and make use of research and developments to the work of the children and young adults with complex disabilities.

About you

Qualifications:

- Diploma in social work or equivalent qualification.
- Hold a current Social Work England registration.

Technical Knowledge and Experience:

- Excellent working knowledge of the legislative frameworks relating to disabled (young) Adults with a Learning Disability, and/or Physical Disability, mental health or Sensory Impairments including recent legislative reforms and how this translates to working practice and positive outcomes for children and young people with disabilities
- Ability to undertake appropriate assessments, plan interventions, review and evaluate outcomes, as well as the ability to develop a working knowledge of commissioning and resources within budget restraints
- To demonstrate knowledge and understanding of the pressures faced by families with disabled children and young people living in socially deprived neighbourhoods, the issues faced by/needs of disadvantaged families.
- Experience of undertaking complex assessments of disabled young adult's needs and/or risk; of designing and implementing care/support plan and completing court work; of monitoring and reviewing such plans over a period of time. Including working closely with Health and Education, understand MCA law and NHS CHC frameworks.

- To be aware of and able to implement departmental policies and procedures relating to young adults with disabilities, including Transitions Planning, Adult Assessment and Planning, Short Breaks and Leaving Care procedures to inform practice. To have an understanding of child protection, Child in Need, Looked After Children or be prepared to learn the statutory frameworks related to these that will inform your work in preparing disabled young people for adulthood.
- IT literate with excellent written and verbal communication skills.
- Good negotiation and influencing skills and ability to deal with conflict, hostility and vulnerability. Balancing competing needs of supporting families, but remaining child focused and ensuring disabled child and young person's needs/safeguarding issues are addressed.
- Operate as efficiently as possible, manage own deadlines, prioritise own work and ensure timescales are met, using own initiative.
- Experience of managing a dynamic, complex and diverse caseload.
- Knowledge of resources to meet needs of disabled young people and their families.

Support and Supervision:

- Supervision to staff is provided monthly. Where more support is required, further supervision is provided.
- Individual and Reflective Group Supervision, and development in systemic practice, supported by the training provided by the Tavistock.

Learning and Development:

- Camden offers an excellent range of training courses designed to enhance learning and professional development.

Relationships:

- To work as part of a Social Work team, with support of your peers, colleagues and Managers to continually enhance your experience and professionalism.
- To establish a network of internal and external colleagues from whom to seek advice and expertise and to develop and maintain effective working relationships with internal and external partners including statutory, voluntary and independent agencies.
- To model the appropriate use of authority across a range of situations and work with the authority inherent in their positions, including when working within multi-disciplinary teams.
- To model effective engagement with a wide range of children young people and their families in challenging situations, to develop and maintain effective engagement, including situations of hostility and risk.
- To promote a culture which supports empathetic compassionate relationships with other professionals, people who use services, and those who care for them.
- To keep up to date with professional developments and debates, especially in regard to the specialist group worked with.
- To engage with children, young people and their families from a co-productive position which will inform practice and service delivery design.
- To work in a flexible manner, undertaking such duties as may be required according to the needs of the service as directed by the appropriate manager.

The role will report into the CYPDS Team Manager.

In addition, the post holder will build and maintain professional relationships with internal multi-disciplinary colleagues including health, education and social care as well as external stakeholders across statutory, voluntary and private sectors in order to ensure that positive outcomes for young people with complex disabilities.

Work Environment:

This is an agile working office base position. The role requires Social Workers to attend home visits and attend meetings at various sites across the borough.

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG