

Appendix 3

ROLE PROFILE**ROLE TITLE:** Social Care Assessor - Children with Disabilities**POST ID:****GRADE:** BAND F SCP 25 – SCP 29**HOURS:** 30 Hours per Week**LOCATION:** Usk
which may change in the future if the service location needs to relocate. Relocation or disturbance expenses will not be paid if this happens.**RESPONSIBLE TO:** Childrens Disabilities Service Team Manager**WELSH LANGUAGE ASSESSMENT:**

Welsh language skills are desirable

The Purpose of this Role:-

The purpose of this role is to work within the Children with Disability Team. The team works in close partnership with the Adult Disabilities Service to ensure that the right support is given at the right time to young people and their families as they move towards adulthood. The purpose of this role is to enable people to live their own lives by understanding what is important to them and how they can be supported to meet their individual outcomes/goals in life. The post holder is expected to be committed to the principles of the Social Services and Wellbeing Act (Wales) 2014 by supporting Children and Families to use or build upon their current networks and community assets. Commissioning statutory services will always be a last resort. To achieve this requires creativity, flexibility, tenacity and a commitment to change.

What would we expect from you:-

We have an exciting opportunity for a committed and enthusiastic individual to join the Children with Disabilities Team. The team consists of Qualified Social Workers a Qualified Occupational Therapist and a Care Co-ordinator covering the whole of Monmouthshire. We work in partnership with our colleagues in the Adult Disabilities Team which forms part of the wider Disability Service for Monmouthshire. We are committed to a model of building services around the person and delivering the best outcomes for the people we work with.

Our team principles include:-

1. What matters to the person and their family is at the forefront of everything we do;
2. The person with the most appropriate knowledge and skills works with the Child/young person and their family;
3. We aim to give families continuity of the staff working with them.
4. All staff work together to enable people to live their own lives;
5. Enable teams to reflect and build expertise needed to deal with predictable demand.

We are making effective progress in the Children with Disabilities Team in transforming the way we work, and implementing the new Social Services and Well-being Act (Wales) 2014 and our team principles. We are looking for a dynamic individual who has a good understanding of the new Act and the key principles of prevention, early intervention, well-being and voice and control. Will work closely with the child/young person and their networks to enable them to achieve their identified personal outcomes/goals and build existing strengths whilst being mindful of the Local Authority's Safeguarding Procedures.

To support this way of working the successful person will need to be able to work in partnership with the Adult Disabilities Service as well as building connections with other professionals in Education and Health. Close working relationships with the voluntary sector, community activities and private providers are also a necessity along with knowledge of local resources.

You will need to be able to think creatively and be able to network/collaborate effectively with families and our partners. You must be able to communicate effectively both written and verbally. It is important that your values are driven from the need to ensure children/young people are able to live their own lives. You will need to be able to facilitate this through our strengths based care planning and working alongside the child/young person.

Here's what we can provide you with:-

- The opportunity to be at the forefront of implementing an exciting change for service users and service development.
- The opportunity to work within a dynamic team.
- The chance to help shape future provision for service users.
- Regular supervision/annual appraisal.
- Access to a range of training opportunities.
- Regular employee reviews to discuss progress, development and future objectives.

What else you need to know.....Monmouthshire Values are:

Openness: We aspire to be open and honest to develop trusting relationships.

Fairness: We aspire to provide fair choice, opportunities and experiences and become an organisation built on mutual respect.

Flexibility: We aspire to be flexible in our thinking and action to become an effective and efficient organisation.

Teamwork: We aspire to work together to share our successes and failures by building on our strengths and supporting one another to achieve our goals.

And this role, will work with Monmouthshire to achieve these.

In addition:

All employees are responsible for ensuring that they act at all times in a way that is consistent with Monmouthshire's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

The authority operates a Smoke Free Workplace Policy which all employees are required to abide to.

How will we know if you are the right person for the role? As the successful candidate you will have demonstrated:-

Experience of working with children working towards or hold relevant childcare qualifications.

To be approachable, open minded and interested in people from all walks of life/cultures and abilities.

To listen and observe to understand in context what matters to people.

To build relationships.

Demonstrate ability to empathise and connect with people in all situations which affect them throughout their lives.

To improve the communication, information and consultation between CWD Team and parents and carers by attending the Carers Strategy Meeting.

To act as a conduit for the collation and dissemination of information to parent/ carers and children.

To ensure that the Disability Index is held and updated on a regular basis.

To carry out home visits and undertake assessments for children who, following an IAA, appear to require minimal involvement.

To ensure that children's assessments, care plans and reviews are collated, up-to-date and recorded within relevant timescales and are multi-agency.

To hold a case load of Children on a Care and Support Plan who have minimal intervention from the team.

To assist the Social Workers and OT when required with supervising contact for Looked After Children.

To carry out Direct Work with children and young people.

To provide Information and advice (signposting) for parents of children where concern about their development emerges. This includes attending ISCAN meetings as the representative for Children Services in both the North and South of the county.

To liaise with education colleagues with regards to children going through the statementing process.

To be prepared to participate in appropriate training.

To participate in the organisations supervision and appraisal systems

To actively support and implement principles and practice of equal opportunities

To have an understanding of the issues facing people who may be vulnerable due to inequality or isolation, and to demonstrate the ability to challenge discrimination.

To work in a multi-agency way

To nurture and maintain relationships with individuals and their families.

Ability to listen to and understand what matters to people and to support them to plan for the future.

Ability to assist people to develop valued, supportive, personal relationships or circles of support.

Ability to work holistically rather than focussing on specific tasks.

To be able to consider each situation to be unique and to seek out opportunities and solutions that are person centred.

To actively seek continuous improvement, finding new and innovative ways of achieving personal outcomes for individuals.

Able to make decisions based on an individual's personal outcomes and aspirations.

Be able to help people self-advocate, to advocate alongside or if required act as an advocate for a vulnerable individual.



Ability to support people to identify and manage risk in the achievement of their personal outcomes.

I need you to be active in keeping up to date on developments within the health and social care field to inform and develop work with in the team.

To reflect on your practice and recognise if things were done differently how this could impact on the outcomes for the individual.

I need you to hold a current driving licence and have the use of your own car.