Recruitment Profile

Post number	11240
Position title	Social Worker
Grade	9A
Department	People
Location	SBC Headquarters
Salary/Rate of Pay	£41,950.13 - £45,308.13 per annum
Hours of work	35
Weeks per year	52.1428
Number of staff responsible for	
Reports to post number	Team Leader
Registration requirements	SSSC Registration essential
Drivers Licence required	A current driving licence and use of a vehicle is an essential requirement of this post. * If you have a disability which precludes you from holding a drivers licence, Scottish Borders Council will take into account its responsibility to make reasonable adjustments to allow for your disability. Should it be possible to make such an adjustment in order that you can undertake the travel responsibilities of the post, this will be taken into account in consideration for this role. Category B
Contract status	Permanent
Contract end date	
Reason for temporary vacancy	
Disclosure status	PVG Adults
Political restrictions	No
Role profile number	SC 7A
Business World post status	Permanent
Work pattern	Monday to Thursday 08:45-17:00 Friday 08:45-15:45
Vacancy number	SBO08733
Closing date	13/01/2025

Role purpose

To provide an Assessment and Care Management Service for Adults who have a Learning Disability.
To provide individual support to service users and carers where this is assessed as required.
To deliver services in accordance with current legislation and council policies, procedures and standards and team processes

This is an opportunity to work in the integrated Social Work and Health Scottish Borders Learning Disability Service (LDS). The service is based in Newtown St Boswells at Scottish Borders Council Headquarters and is within commuting distance from the south side of Edinburgh and East Lothian. The service covers the whole of the Scottish Borders area.

This post offers day to day multi-disciplinary working in a well-established team. Practitioners from all professions are highly committed to providing the best possible outcomes for adults who have a learning disability and their informal and formal carers. The service aims to be innovative and creative and new ideas are actively promoted. The post will enable the successful applicant to develop and consolidate their skills in assessment and care management and social work practice whilst gaining a comprehensive knowledge of working with people with a learning disability and their carers.

The service is very active in supporting Continuing Professional Development and puts on two Team

development days a year which are coordinated and led by a multi-disciplinary staff CPD group. Peer supervision is supported as well as a commitment to regular management supervision. The service provides excellent support and learning opportunities for newly qualified social workers who need to complete their PRTL requirements.

If you are successful in securing this post you will find that you are working in a stimulating, supportive and friendly team of health and social work professionals with shared values and a person-centred focus. You will learn from people from other disciplines with specialist knowledge and develop your skills and knowledge across a wide variety of both challenging and rewarding situations.

If you are interested in finding out more about this post please contact either Diane Durham or Laura Douglas (Team Leaders) on 01835 340610 for an informal chat.

Person specification		
Criteria	**Essential**	**Desirable**
Education, qualifications and training	Professional Social Work qualification	Mental Health Officer qualification Practice Educator award Council Officer accreditation Post-graduate Adult Services Support and Protection Certificate Page: Skills, knowledge and competencies
Skills, knowledge and competences	• Understanding of Community Care legislation, including Community Care and Health (Scotland) Act 2002, the Adults with Incapacity (Scotland) Act 2000 and the Adult Support and Protection (Scotland) Act 2007 • Ability to work within the statutory framework and an understanding of relevant legislation and guidance including the Social Care (Self directed Support) (Scotland) Act 2013, and the Carers (Scotland) Act 2016 • Familiarity with 'The Same as You?', 'The Keys to Life', 'Promoting Health, Supporting Inclusion' policy documents and other policy drivers for Learning Disability Services • Personal effectiveness in time management, objective setting and stress management • Assessment and Care Management skills which reflect an out comes approach. • An ability to provide analysis of	Working Knowledge of MOSAIC

	complex situations • Clear value base, which includes an understanding of non-stigmatising and non-discriminatory practice. • Negotiation skills and an ability to work in partnership with users and carers. • An ability to develop and maintain constructive, positive, working relationships with service users, carers and Providers • An understanding of Learning Disability and its impact on the person and those close to them • Understanding of mental health needs. • Excellent written and verbal communication skills • The ability to communicate effectively using a variety of ways with people who have communication difficulties • Skills in use of IT systems for electronic recording purposes • Ability and commitment to work constructively with other agencies to develop high quality services	
Experience	•Previous experience of working in a statutory Social Work setting. • Strong commitment to working with people with learning disabilities and their families to improve outcomes for them. • Be self-directing and able to be flexible. • Have commitment to furthering own professional development. • Be committed to working in partnership in an integrated service • Able to reflect on practice and be open to learning	•Previous experience of working in a statutory Social Work setting. • Strong commitment to working with people with learning disabilities and their families to improve outcomes for them. • Be self-directing and able to be flexible. • Have commitment to furthering own professional development. • Be committed to working in partnership in an integrated service • Able to reflect on practice and be open to learning •Experience working as a Council Officer under the Adult Support and Protection Act
Other		

Driving Licence - Where it is an essential requirement for this post to hold a current driving licence. Note: If you have a disability which precludes you from holding a drivers licence, Scottish Borders Council will take into account its responsibility to make reasonable adjustments to allow for your disability. Should it be possible to make such an adjustment in order that you can undertake the travel responsibilities of the post, this will be taken into account in consideration for this role.

HEALTH & SAFETY STATEMENTS

Must take reasonable care for the health and safety of themselves, other employees and anyone else who may be affected by their work activities carried out. Employees shall work in accordance with policies, procedures, information, instructions, and / or training received.

This profile is indicative of the nature and level of responsibility associated with the post. It is not exhaustive and the post holder may be required to undertake such other duties as may be required by the Workforce Planning & Development Manager to meet the needs and responsibilities of the Service and the Council.

Equality – Ensure that all work and outputs comply with and promotes equal opportunities and diversity.

Supervisory or Managerial posts only - Ensure that HR systems are in place for reporting management information and making recommendations for any corrective action necessary.

Equal Opportunities - Scottish Borders Council is committed to improving the diversity of its workforce to better reflect the communities we serve. We welcome applications from all minority groups and individuals who identify with one or more of the protected characteristics as defined by the Equality Act 2010. In particular from candidates who assess themselves as having a disability, under the Disability Confident Employer scheme this guarantees an interview to those individuals who meet the essential criteria of the post. All appointments will be made on merit.

Please note priority will be given to staff on the deployment/redeployment list who meet the essential criteria of the post.

Please note that applicants who have received early retirement/voluntary severance from Scottish Borders Council will not be considered.

TEMPORARY POSTS
If at a later date a temporary post becomes permanent, it will be at the discretion of the Department's management team to confirm the post holder as permanent without readvertising.

PRE EMPLOYMENT CHECKS

Essential

- Confirmation of Right to Work in the UK **- (All posts)**
- Standard/Enhanced/PVG Registration Disclosure Check – ***(PVG/Disclosure posts only)***
- References - ***(All posts***)
- Confirmation of qualifications required to meet the essential criteria on the person specification **- (All posts)**

Right to Work in the UK - To ensure that you are eligible to work in the UK, we will require the following documentation:

- A Passport showing you are a British/Irish Citizen.
- OR
- A British Birth/Adoption Certificate along with an official document containing your name and permanent National Insurance number

For all other nationalities

- Settled status code
- OR
- Immigration status document, for further information visit Apply to the EU Settlement Scheme(settled and pre-settled status) - GOV.UK (www.gov.uk)

Please note that a Short Birth Certificate and a Driving Licence are not sufficient to show your entitlement to work in the UK.

OTHER DETAILS

Disclosure/PVG Registration

Under the Rehabilitation of Offenders (Exclusion and Exceptions) (Scotland) Order 2003 to the 1974 Rehabilitation of Offenders Act (ROA) Scottish Borders Council are entitled to ask "exempted questions" that require applicants for certain positions to reveal their full criminal history.

This means that all details of criminal convictions, whether they are spent or not, must be disclosed to help the recruiting manager assess the person's suitability for a position of trust.

Disclosure

These "excepted professions" are set out in the Exceptions Order and include:

- certain professions in areas such as health, pharmacy and the law;
- senior managers in banking and financial services;

Recruitment Profile

PVG Registration

Certain posts are considered Regulated Work with Vulnerable Children and/or Protected Adults, under the Protection of Vulnerable Groups (Scotland) Act 2007. Preferred candidates will be required to join the PVG Scheme or undergo a PVG Scheme update check prior to a formal offer of employment being made by Scottish Borders Council.

Political Restrictions

Certain posts within Scottish Borders Council will be deemed Politically Restricted. If you are appointed to such a post the Local Government Officers' (Political Restrictions) Regulations 1990 provide that your terms and conditions of employment are deemed to incorporate additional provisions set out in the Schedule to the Regulations, a copy of which can be obtained from HR. Full details of restrictions will be provided in your application pack if you are applying for a Politically Restricted post

**** From 1 April 2024 a Scottish Local Government Living Wage Rate of £12.56 per hour has been agreed. All employees recruited on a salary/wage less than the SLGLW rate shall receive a payment additional to their salary/wage in order that they are paid at the rate of £12.56 per hour. The additional payment shall count as pensionable earnings and be subject to deduction of tax, national insurance and pension where appropriate.