

## Job Title

Social Worker

## Job Description

As a social worker, you will work with people to find solutions to their problems. This may be helping to protect vulnerable people from harm or abuse or supporting people to live independently.

You will engage with clients, their families and others around them. You'll work with different client groups including:

- the elderly;
- children with disabilities;
- teenagers with mental health problems;
- young offenders;
- adults with learning disabilities, mental health problems or physical disabilities;
- people with alcohol, drug or other substance misuse problems;
- refugees and asylum seekers;
- families at risk of breaking down;
- children who need to live apart from their families;
- foster carers and adopters;
- children who are at risk of abuse or neglect;
- carers.

## Key Skills:

- be able to work under pressure;
- deal with very challenging behaviour;
- organise your own workload;
- be understanding of other people's lifestyles;
- work with people from all walks of life;
- be happy visiting people where they live;
- organisation skills;
- empathy (able to see things from other points of view);
- relationship-building skills;
- resilience;
- problem-solving skills;
- motivational skills.

## GENERAL RESPONSIBILITIES: POLICIES AND PROCEDURES

The post-holder is required to familiarise themselves with all policies and procedures and to comply with these at all times. Failure to comply with any of these policies may result in disciplinary action up to and including dismissal. These have been agreed with staff and Staff Side and are as follows:

- Treat others as you would like to be treated;
- Listen to and support others and make time to do so;

- Seek, acknowledge and value others' experience and contribution;
- Acknowledge others' beliefs;
- Be courteous and considerate to all;
- Treat others fairly and equally;
- Be honest and trustworthy and act with integrity;
- Encourage others to treat all staff with respect;
- Challenge the behaviour of staff who do not show respect to other.

### **CONFIDENTIALITY & DATA PROTECTION**

The post-holder must maintain the confidentiality of information about patients, staff and other health service business and meet the requirements of the Data Protection Act (1998) at all times. The post-holder must comply with all company Information and Data Protection policies at all times.

### **HEALTH AND SAFETY**

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974) and any subsequent relevant legislation and must follow these in full at all times including ensuring that they act in line with all agreed procedures at all times in order to maintain a safe environment for patients, visitors and staff. Failure to comply with these policies may result in disciplinary action up to and including dismissal.

### **MANAGING STRESS**

The company has an agreed policy & procedure which links with a range of services and arrangements for staff to manage stress. All staff are required to familiarise themselves with the policy and services to best manage their own and their colleagues' stress.

### **HEALTHCARE ASSOCIATED INFECTIONS (HCAIs)**

All staff has a responsibility to act and follow all instructions to protect patients, staff and others from HCAIs. All staff are required to follow the Hygiene Code and all company policies and procedures related to it and the Health Act 2006. Failure to comply with any of these may result in disciplinary action up to and including dismissal.

### **EQUALITY & DIVERSITY**

The company has adopted a Managing Staff Diversity Strategy & Policy covering all of its staff and it is the responsibility of all staff to comply with these requirements at all times. The key responsibilities for staff under this Strategy and Policy are set out in the Code of Conduct for Employees. Failure to comply with these policies may result in disciplinary action up to and including dismissal.

### **FLEXIBILITY**

This job description is intended to provide a broad outline of the main responsibilities only. The post-holder is required to be flexible in developing their role in agreement with their designated manager. In addition, they may be required by their manager to carry out any other duty commensurate with their banding and expertise.

### **EXPERIENCE REQUIREMENT**

Minimum 2 years of experience in a healthcare role.

### **DESIRABLE QUALIFICATION:**

- Registered with the Health and Care Professions Council (HCPC).