



## Cumberland Council

### Post Specification

<b>Date</b>	<b>September 2023</b>
<b>Post Group Number</b>	<b>6908</b>
<b>Post Title</b>	<b>Advanced Practice Lead</b>
<b>Job Family</b>	<b>People Care and Development</b>
<b>Job Family Role Profile</b>	<b>PCD14</b>
<b>Final Grade</b>	<b>Grade 15 (inc JWC's)</b>

To be read in conjunction with the job family role profile

#### Service Area description

Providing high quality Health and Care services within Provider Services to improve the lives of citizens of Cumberland. This role may operate across a number of Service Areas within Adult Social

Care:

#### Short Term Interventions

The Adult Social Care Short Term Interventions Service is part of People. This service is for people, aged 18+ who are in the community or hospital and have been identified as having care and support needs.

This service will work collaboratively with a range of stakeholders from across the health and social care system in Cumberland to reduce ensure short term interventions (including assessment) to ensure people are safe and also to reduce the risk of delayed transfers of care from acute and community hospitals. It will also ensure that people are discharged from acute and community hospitals in a safe and timely way.

This service will have a key role influencing and shaping Discharge to Assess/Home first models in Cumberland, and ensuring that in all instances people are supported to achieve their most independent outcome in keeping with the Promoting Independence Programme.

#### Long Term Assessment and Review Service

The Adult Social Care Long Term Service is part of People. This service is for people, aged 18+ who are living in the community and have been identified as having long term care and support needs.

This service will work collaboratively with a range of stakeholders from across the health and social care system, in ways that recognise strengths, promote independence and prevent, reduce and delay the need for formal long term care and support provision.

The Service will work across ICBs with a primary focus upon ensuring that all support plans:

- include robust contingency plans that promote personal resilience to manage temporary changes in need/circumstance
- demonstrate how people will meet their needs from a range of sources, including friends, family, third sector, the community, equipment or assistive technology . Personal budgets will only be allocated for the provision of formal support for identified unmet needs.

#### Safeguarding Service

The Adult Social Care Safeguarding Service is part of People. It is the role of this service to empower and protect those individual's aged 18+ to live in safety, free from abuse and neglect.

This service is responsible for the operational response to all safeguarding concerns and enquiries and will:

- Provide a face to face safeguarding enquiries service to members of the public who by reason of their care and support needs are unable to protect themselves from neglect or abuse.
- Assess the immediate risk of safeguarding concern/s and implement and develop protection plan to mitigate against such risks.
- Complete statutory safeguarding/non-statutory enquiries and reach a conclusion when neglect, harm or abuse has occurred and make recommendation of future actions.
- Work within the making safeguarding personal agenda.
- Work with key partners to enable them to complete internal enquiries where appropriate and audit the findings and actions taken as a safeguarding concern.
- Lead on large scale enquiries where provider failure where safeguarding concerns are indicated

### **Purpose of this post**

To work as directed by the Principal Social Worker to ensure that the highest standards of practice are embedded in the organisation by promoting and supporting best practice and ensuring continuous improvement.

To support teams in developing and promoting good, effective, forensic, and reflective practice in accordance with core values and the professional capabilities framework.

To support teams to embed the transformation of Adult Social Care.

### **Key job specific accountabilities**

1. To provide mentoring, consultation, coaching and support to the social care team, in particular to provide mentoring and support to ASYE staff.
2. Provide a quality assurance practice role within teams to develop practice standards in line with person centered and strengths based models of intervention.
3. To work with team managers to develop and maintain a culture of performance management.
4. To develop an area of specialist knowledge and expertise to inform best practice and improve outcomes for the people of Cumberland
5. To provide expert advice on complex and challenging case work.
6. To research best practice, share learning and develop resources eg, policies, procedures guidance.
7. To lead and engage in peer support and challenge in order to share skills and knowledge to develop confidence and competence with other professionals across all agencies.
8. To develop and utilise data in order to inform new ways of working and opportunities for improvement.
9. Practice within the relevant national legislation, professional standards of practice and organisation policies and procedures and ensure compliance with care/clinical governance principles. Carrying out duties according to instruction, legal and procedural frameworks and individual and organisational performance frameworks.
10. To ensure the effective implementation of the Safeguarding Adult Policies and Procedure and support the Local Authorities statutory Duty under the Care Act. This will involve knowledge of

the 6 core principles of Safeguarding Adults and the implementation of Making Safeguarding Personal to promote the wellbeing of people by following established procedures to ensure the personal protection and safety of adults at risk. This will involve an ability to assess and plan the support for safeguarding enquiries. To make appropriate arrangements to ensure the prevention of harm to, and the protection of adults at risk including referral to the safeguarding processes and procedures.

11. To support the team to seek opportunities for personal development through identified CPD activities and maintain professional standards which are required to meet registration with the appropriate body .Use opportunities in developing professional practice by collaboratively working with a wide range of stakeholders including senior colleagues.

**Please note annual targets will be discussed during the appraisal process**

**Key facts and figures of the post**

<b>Budget Responsibilities</b>	<ul style="list-style-type: none"> <li>Working with internal and external colleagues, people and their families/carers/guardians to ensure people’s needs are met within agreed resources which optimises benefits and efficiencies from available resources.</li> <li>Working in strengths-based ways with people to prevent, reduce and delay the need for formal services.</li> </ul>
<b>Staff Management Responsibilities</b>	<ul style="list-style-type: none"> <li>Provide supervision and appraisal.</li> <li>Mentoring, advising, coaching, supporting</li> <li>Participate in ASYE panels</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li></li> </ul>

**Essential Criteria - Qualifications, knowledge, experience and expertise**

- Accredited Degree in Social Work or Occupational Therapy or associated profession qualification
- Registration with appropriate professional body as required
- Significant and related experience within Health or Social Care field
- Evidence of ongoing professional development/CPD within the last 2 years
- Evidence of successful completion of ASYE or for those who qualified pre September 2012 the ability to demonstrate significant experience in equivalent Post Qualification level.
- Demonstratable experience of mentoring and supporting individuals.
- Knowledge and application of departmental and council objectives and initiatives
- In depth knowledge and understanding of own professional area of practice and issues within Adults Services
- Evidence of extended relevant working experience including Independent assessment and delivery of support
- Understanding and application of theoretical approaches, practices & procedures relevant to customers, carers, professional colleagues
- Knowledge of National Policies and legislation relevant to area of work.
- Experience of case-load management and planning/implementation of interventions for allocated cases
- Having an awareness and understanding of risk with the ability to assess, manage, escalate appropriately and balance with safety
- Ability to influence people to change and to make difficult decisions
- Change management within a positive framework, timescales and budget
- Demonstrate significant experience of leadership skills
- Proven ability to demonstrate sound judgement and autonomy of decision making in highly unpredictable situations.
- Good interpersonal skills including negotiating, conciliating, , written and verbal communication and motivational skills
- Ability to create innovative, strengthsbased solutions with individuals and their carers
- Ability to create and maintain a culture that enables and empowers staff and individuals alike
- The ability to plan interventions to be implemented for customers individually

- Ability to plan and prioritise casework for self and others.
- Good time management/punctuality and the ability to work to deadlines within the allocated resources
- Ability to network effectively with multi-disciplinary organisations
- Demonstrable information technology skills/competencies.
- Ability to identify and challenge inappropriate practice

### **Disclosure and Barring Service – DBS Checks**

- This post requires a DBS check.
- The level of check required is:
  - DBS Enhanced - Children & Adults

### **Job working circumstances**

<b>Emotional Demands</b>	Involves occasionally dealing with individuals who are distressed or angry
<b>Physical Demands</b>	Normal requirement for county wide travel and carry laptop and small pieces of equipment
<b>Working Conditions</b>	<p>Involves occasionally dealing with individuals who are distressed</p> <p>Occasionally working in an uncontrolled, challenging environment, in individuals homes</p> <p>Lone working required</p>

### **Other Factors**

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