**Job Description**

This form is used to provide a complete description of the specific job and defines the required skills, knowledge, behaviours, qualifications and experience.

# Section A: Job Profile

The job profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the role and a brief description of the main duties.

## Job Details

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| Job Title: | Practice Supervisor |
| Salary: | £47420 - £50512 |
| Grade: | 13  |
| Hours: | 18.5  |
| Team: | Social and Community services  |
| Service Area: | Adult Social Care  |
| Primary Location: | **Vale Adult Social Care Team** Abbey Centre Audlett Drive,Abingdon, Oxfordshire, OX14 3GD*Please note we have recognised the organisational and personal benefits of agile working.  What you can absolutely expect from working at Oxfordshire County Council (OCC) is that you will have the support to do your job and deliver great results, wherever you are based.  Each role at OCC is different and we know the needs of individuals are also varied, and so our approach to where and how often we would like to see you in person will be taken depending on the requirements of the role and in collaboration with you as part of the recruitment process* |
| Budget responsibility: | None |
| Responsible to: | Team Manager |
| Responsible for: | Social Workers/Co-ordinators |
| Political Restricted Post: | No  |

## Job Purpose

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| This is a brief overview of the key objectives of the job including the context within the team/department.This post is based in Adult Social Care and the post holder will be required to work collaboratively across adult social care and other partner agencies to support and promote strong communities. We aim to make a real difference to the people and communities we serve, both now and for the future, whilst ensuring that we are delivering value for money**.** Support is delivered through a strength-based approach to create opportunities, build resilience and long-term support networks so that people live their lives as successfully, independently, and as safely as possible |

## Job Responsibilities

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| This is a bullet point list of the main duties or tasks that the post holder will be expected to undertake.* Work within the requirements of the Care Act 2014, Mental Capacity Act 2005, Mental Health Act 1983, and any other relevant legislation, guidance and codes of practice, providing personalised information and advice to individuals, families and their carers.
* Use and support other team members in strength-based approaches, ensuring that in responding to eligible needs all options including the use of informal support networks, community resources, and the assessment of equipment, adaptations and Occupational Therapy are explored in order to achieve identified outcomes.
* To undertake timely proportionate assessments, reviews and professional interventions and other duties relating to individuals, families and carers.
* Ensure support plans are reflective of the individuals needs and outcomes by providing a clear breakdown of how these are being met, regardless of determination of eligibility.
* Identify and make necessary arrangements where an individual would benefit from services which will improve and maintain independence, in particular reablement services and basic equipment including Assistive Technology to meet needs and reduce risk.
* To make telephone enquiries, undertake face to face visits in the community, facilitate clinics and be responsible for the management and prioritisation of a caseload.
* To participate in duty including telephone and emergency advice.
* Fulfill the role of a trusted assessor; assessing when to involve another social/health care professional where a specialist assessment, skill or intervention is required.
* Carry out safeguarding enquiries in accordance with the Care Act 2014, local procedures and within the principles of ‘making safeguarding personal’, Where required, to act as a Safeguarding Manager.
* Where required to provide a lead in chairing and coordinating complex investigations and case work.
* Identify and apply legal and professional knowledge and skills, balancing protection and risk using relevant decision-making and intervention to protect those at risk whilst promoting individuals to manage their own risk.
* Maintain comprehensive, accurate and professionally defensible records of work undertaken, to ensure compliance with organisational guidelines and professional standards. Where required write court reports and mental health tribunal reports and give evidence during legal proceedings.
* Contribute to the development of the service i.e. by communicating new ideas or practice issues through means such as supervision, briefings, completion of council surveys, and team meetings.
* Provide supervision to identified staff or students in line with OCC Supervision Policy, overseeing their continuous professional development and training needs.
* Support/respond and adhere to comments and complaints policies and procedures as required through attending the complaint meetings and implementing any learning actions and outcomes.
* Work within departmental policies, procedures and guidelines including but not limited to Data Protection Act, confidentiality and information sharing protocols.
* Take ownership of and responsibility for delivering against team and individual performance targets.
* Actively engage in continuous professional development in order to maintain professional registration including the following roles: Approved Mental Health Practitioner, Practice Educator and Best Interest, Mental Capacity Assessor.
* To deputise for the Team Manager as required.
* To act as a lead in an area of expertise / special interest. (i.e. Assistive Technology, Autism Safeguarding/ MARAC/ Mental Capacity Act.
* To be accountable for the scrutiny and authorisation of the commitment of financial resources within the scheme of delegation.

. * To understand the performance requirements of the team and department.

The job description is not intended to be exhaustive. The post holder will be expected to adopt a flexible attitude to the duties which may have to be varied after discussion, subject to the needs of the service and in keeping with the general profile of the post. The post holder will be allocated a main team base but from time to time may be required to be flexible to meet operational and service needs as they arise which may include some work outside normal office hours including responses to emergencies. **Equalities and Diversity** Oxfordshire County Council is committed to an Equal Opportunities Policy, which affirms that all staff should be afforded equality of treatment and opportunity in employment irrespective of sex, sexuality, age, marital status, ethnic origin, or disability. All staff are required to observe this policy in their behaviour to other employees and individuals they work with. |

# Section B: Selection Criteria

This section provides a list of essential and desirable criteria that detail the skills, knowledge, behaviours, qualifications and experience that a candidate should have in order to perform the job. The selection criteria provide a list of essential (no more than 8-10) and desirable criteria (no more than 4).

Each of the criteria listed below will be measured through the application form (A) and optionally - a test / exercise (T), an interview (I), a presentation (P) or documentation (D). You must provide a supporting statement as part of your application which includes examples and evidence of when you have demonstrated the criteria listed below. You will be expected to address each point separately and in the order listed. If you do not complete a full supporting statement in the requested format your application may be rejected.

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| Essential Criteria | Assessed By: |
| **Educational Achievements, Qualifications, Training and Knowledge*** Recognised Social Work Qualification and registration with relevant professional body
* Evidence of continuing professional development
* Good knowledge and IT ability (word processing, emailing, internet)
* Understanding of confidentiality and information sharing protocols
 | A/D/I |
| **Experience*** Line management or supervisory experience in statutory setting
* At least two years practitioner experience within an Adult Social Care setting
* Good communication and presentational skills, both oral and written
* Implementing practice changes to improve performance, ability to generate creative options and solutions
* Taking a lead with adult safeguarding investigations
* Working in partnership with internal and external partners including establishing and maintaining strong working relationships with individual’s, their families, carers and advocates
* Extensive and working knowledge of legislation and statutory guidance relevant to Adult Social Care
* Identifies and manages business risks including health and safety
* Ensuring diversity is valued in the service and anti-discrimination legislation is adhered to
* Experience in financial and budget management
 | A/I/T |
| **Job related Aptitude and Skills*** Ability to operate successfully with a climate of change and to champion innovative ways of thinking and working
* Stays calm under pressure
* Accepts and responds to constructive feedback
* Consistently manages towards high performance through appropriate feedback, management of poor performance and attendance and respect for individual difference
* Highly organised with a solution focused, logical and innovative approach to challenges
* Ability to delegate
* Is prepared to constructively challenge assumptions in decision making, seeking other people’s views and opinions
* Considers the impact on others when making decisions
* Is available and approachable and takes time to consult and communicate with sensitivity and understanding
* Ability to positively and clearly communicate to a wide range of people
* actively supports and contributes to the flow of communication through the organisation
* Prioritises clearly and appropriately
* Supports the team to deliver against service plans
* Able to work well as part of a team and on own initiative
* Awareness of and ability to articulate the broad organisational goals and outcomes
 | A/I/T |
| **Personal Qualities*** Resilience and ability to appropriately challenge
* Ability to motivate and engage staff team
* Commitment to own personal and professional development and to the learning and development of others
* Active listener and responsive to the view of others.
* Analysis skills and problem-solving approach
 | A/I |
| **Special Requirements*** Satisfactory Disclosure and Barring Service check (DBS)
* Ability to travel to and access a variety of locations and premises
* Commitment to inter-agency working
* Some flexibility in working arrangements/hours to meet operational requirements including responding to emergencies
 | A/I/D |
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| Desirable Criteria | Assessed By: |
| **Educational Achievements, Qualifications, Training and Knowledge*** Best Interest Assessor, Approved Mental Health Professional or Practice Educator (or commitment to train as one)
 | A/D |
| **Experience*** Ability to identify whole system problems and propose solutions
* Identifying and evidencing efficiencies
* Experience of strength-based approaches and assessments.
* Experience of processes and systems to achieve set outcomes and deliver savings.
 | A/I |
| * To be fully vaccinated against Covid-19 unless exemptions apply – assessed by documentation, see below
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# Section C: Pre-employment Checks

All appointments are subject to standard pre-employment screening. This will include identity, references, proof of right to work in the UK, medical clearance and verification of certificates. Further information can be found here [Pre-employment checks](https://www2.oxfordshire.gov.uk/cms/content/support-attending-interviews)

Additional pre employment checks specific to this role are identified below (those ticked).

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| [ ]  | Enhanced Disclosure and Barring Service check with Children’s and Adults Barred List | [ ]  | Enhanced Disclosure and Barring Service check without [an Adult/Children’s barred list check](https://intranet.oxfordshire.gov.uk/cms/content/safer-recruitment-and-disclosure-and-barring-service-checks#enhanced-dbs-check-without-an-adult-childrens-barred-list-check) |
| [ ]  | Enhanced Disclosure and Barring Service check with Children’s Barred List | [x]  | Enhanced Disclosure and Barring Service check with Adults Barred List |
| [ ]  | Standard Disclosure and Barring Service check | [ ]  | Basic Disclosure |
| [ ]  | Disqualification for Caring for Children (Education) | [ ]  | Overseas Criminal Record Checks |
| [ ]  | Prohibition from Teaching | [x]  | Professional Registration |
| [ ]  | Non police personnel vetting | [ ]  | Disqualification from Caring |

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| [ ]  | Other (please specify):       |

# Section D: Working Conditions

This is a guide to the working conditions and the potential hazards and risks that may be faced by the post-holder.

## Health and Safety at Work

You are responsible for your own health, safety and wellbeing, and undertaking health and safety duties and responsibilities for your role as specified within Oxfordshire County Councils Health and Safety Policy.

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked).

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| [ ]  | Provision of personal care on a regular basis | [ ]  | Driving HGV or LGV for work |
| [ ]  | Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects | [ ]  | Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or a council vehicle for work purposes) |
| [ ]  | Working at height/ using ladders on a regular/ repetitive basis | [ ]  | Restricted postural change – prolonged sitting |
| [x]  | Lone working on a regular basis | [ ]  | Restricted postural change – prolonged standing |
| [ ]  | Night work | [ ]  | Regular/repetitive bending/ squatting/ kneeling/crouching |
| [ ]  | Rotating shift work | [ ]  | Manual cleaning/ domestic duties |
| [ ]  | Working on/ or near a road | [ ]  | Regular work outdoors |
| [ ]  | Significant use of computers (display screen equipment) | [x]  | Work with vulnerable children or vulnerable adults |
| [ ]  | Undertaking repetitive tasks | [ ]  | Working with challenging behaviours |
| [ ]  | Continual telephone use (call centres) | [ ]  | Regular work with skin irritants/ allergens |
| [ ]  | Work requiring hearing protection (exposure to noise above action levels) | [ ]  | Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres) |
| [ ]  | Work requiring respirators or masks | [ ]  | Work with vibrating tools/ machinery |
| [ ]  | Work involving food handling | [ ]  | Work with waste, refuse |
| [ ]  | Potential exposure to blood or bodily fluids | [x]  | Face-to-face contact with members of the public |

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| [ ]  | Other (please specify):       |

**Agile Working**

All staff may be required to work from a different base or in a different location at some point in the future in line with any Council or school needs.  Such changes will be made after proper consultation and shall be deemed to be reasonable after taking into account any personal requirements.

**COVID-19 VACCINATIONS**

The Government announced on 31 January 2022 that the Regulations making vaccines a condition of deployment for health and social care staff are set to be revoked, subject to public consultation and parliamentary approval.

While the legal requirement on vaccination as a condition of deployment is set to be revoked, the Council are clear that those working in health and social care still have a professional duty to get vaccinated.  This view is supported by the Government who will work closely with Royal Colleges and professional regulators to strengthen guidance and consult on updates to the Department of Health and Social Care’s Code of Practice for regulated providers to strengthen the requirements in relation to COVID-19, which applies to all CQC registered providers of all health and social care in England.

These changes will be subject to a period of consultation, parliamentary approval and will require a change to the Regulations already laid. If the Regulations are changed as proposed, the requirement to be vaccinated may not be a condition of employment in the role that you are applying for.  For now, therefore, there is not a requirement to provide evidence of your vaccination status as part of the selection process unless you are agreeable to doing so, but the Council would encourage you to get vaccinated for both your own health and safety and for that of the people that we support.