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| **Job Description andPerson Specification**  |  |
| **This authority has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and adults at risk, and requires all staff and volunteers to share this commitment.****Solihull Council is committed to equal opportunities and expects all staff and volunteers to recognise and value differences.** |

**SECTION A: Role Profile**

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| **Post Title** | Senior Practitioner (AMHP) | **Post No** | ASC1225 |
| **Directorate** | Adult Social Care |
| **Division** | Adult Mental Health Team |
| **Band and Salary**  | Band F2 - £45,718 - £51,802 per annum.Incremental progression subject to performance.Plus 2 atypicals for AMHP on call rota Monday to Friday. |
| **Responsible to** | Team Manager – MHT |
| **Location** | Maple Leaf Centre  |
| **DBS Check**  | Enhanced check for regulated activity for working with Children and Adults |

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| **Car User Status** | This is an essential car user post as the demands of the job make it operationally essential and there is a contractual requirement to make a suitable vehicle available to ensure the requirements of the job can be carried out effectively.Applicants must be able to drive, have a driving licence and be a car owner, however for disabled applicants, reasonable adjustments will be made where required.  |
| **Special Conditions** | Must be able to travel efficiently around the borough and occasionally wider to meet the needs of the service (e.g. visits to people in the community). The post holder will be required to work 37 hours per week, usually working five days a week, Monday to Friday. |

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| **Role Purpose** |
| * To ensure the consistent and effective delivery of the Solihull Adult Social Care Offer “Our Offer to You” to Solihull Citizens.
* To contribute to the continuous improvement and development of AMHP services through direct leadership as an active AMHP, day to day management of AMHP activity, supporting AMHPs on the duty rota as professional lead, and AMHPs in training as PMA.
* To participate in MHT Management Team, supporting wider MHT team responsibilities alongside colleagues e.g. deputising for Team Manager, providing cover for ATM colleagues etc
* Build and maintain excellent working relationships with key partners linked to AMHP role e.g. WMAS, NHS services, police etc.
* To work in a person-centred way with people, carers and families to promote independence and well-being. To prevent and delay future care needs whilst maximising people’s own strengths and networks.
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| **Role Responsibilities** |
| * To deliver a professional and responsive AMHP service.
* To always operate within the professional ethics and disciplines of social work as described by the Social Worker England Social Worker Standards of Proficiency.
* Engage and develop positive working relationships to effectively support people and carers involving advocates and other professionals where appropriate.
* To improve integrated working and develop working practices with partners for example, acute inpatient wards, rehabilitation units, Police, Crisis Teams, Street Triage, and Initial Response.
* Provide supervision to other AMHPS and AMHP students, as appropriate, according to their level of qualification and experience. Act as supervisor and mentor to students and trainees as requested and assist new staff with induction processes. Participate in ASC AMHP Steering Group and lead on good governance of service e.g. policies and guidance for staff is up to date.
* Assistant in the development of AMHPS within the service, working with Training and development in developing staff within the AMHP role.
* To act as AMHP Manager and hold “AMHP phone” and co-ordinate AMHP assessments as and when necessary.
* To oversee work with people suffering mental distress on a short-term solution focused basis that empowers the person to resolve their current crisis. To undertake these tasks within a philosophy of recovery and social inclusion.
* As required, to attend s117 meetings, and undertake s117 reviews.
* To act as Social Supervisor regarding Ministry of Justice for s41/37 cases.
* Keep appropriate records with an awareness of legal requirements and about record keeping and the use and transfer of information. Both Local Authority and Partnership Trust policies and procedures for written and electronic records must be adhered to.
* Provide reasoned and clear verbal and written reports to promote effective accountable and independent AMHP decision- making and decisions concerning risk and care.
* Collaborate with the multi-disciplinary team and other statutory, voluntary, and independent sector agencies to provide a community focused service to people in crisis.
* To work in partnership with Safeguarding and assist with investigations, with suitable supervision, attending planning meetings, case conferences and reviews and perform a key working role where appropriate particularly where there are children or other vulnerable adults at risk.
* Support Team Manager with management of public resources including delegated budget and staff.
* Demonstrate leadership which contributes to the High Performing teams, that delivers quality outcomes.
* Provide comprehensive sign posting, information and advice to promote the person’s independence and wellbeing, meeting their needs and outcomes.
* Assess and agree risk management strategies that enable positive risk taking where appropriate.
* Respond to unexpected or difficult events in people’s lives promptly and effectively.
* Ensure the effective prioritisation of work which balances the needs of people who have care and support needs and the expectations of the organisation.
* Work in line with relevant policy, procedures and legislation including the Care Act 2014, Mental Capacity Act 2005 and The Mental Health Act 1983.
* Participate effectively in supervision, performance and development reviews, team meetings, working groups and other organisational meetings as required, with a view to ensuring personal and organisational continuous improvement.
* Willingness to undertake development opportunities such as Best Interest Assessor, and Practice Educator training and to utilise the learning from those opportunities in practice
* To participate in the Council’s major disaster plan and processes as required
* Carry out such duties that are commensurate with the grade of the post.
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**Section B: Person Specification**

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|  | **Essential Criteria** | **Desirable Criteria** | **Measured By** |
| **Education & Qualifications** | Professional Social Work Qualification and Social Work England registration. | Practice Educator, BIA, or other post qualification award. | Application FormCertificatesPre-Employment checks |
| Approved Mental Health Award and evidence of recent practice (warrant holding) |  | CertificatesEmployment checks |
| Evidence of Continuous professional development | Willing to undertake Practice Educator, BIA, or other post qualification award.  | Application FormInterview |

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| **Experience & Knowledge** | Demonstrable experience of delivering person centred working including assessments and reviews | Post qualification experience in social work | Application Form |
| Knowledge of relevant legislation including Mental Health Act 1983, Care Act 2014, Mental Capacity Act 2005, Human Rights Act 1998 and Deprivation of Liberty Safeguards. The ability to interpret this legislation and apply it to practice while adhering to the Local Authority’s statutory responsibilities. |  | Application Form Interview Assessment |
| Experience of carrying out Mental Health Act Assessments and holding role of Social Supervisor. | At least two years’ experience working as AMHP | Application FormInterview |
| Experience of supervising staff (AMHP’s) and of supporting staff during training (AMHP) |  | Application FormInterview |
| Experience of working in a pressurised environment | Experience of effectively managing resources and budget | Application Form Interview |
| Demonstrable experience of supporting people to take positive risks |  | Application FormInterview |
| Demonstrable experience of working collaboratively with other agencies and as a member of a team | Experience of multiagency working Experience of chairing meetings | Application FormInterviewAssessment |
| Demonstrable experience of supporting people to devise and implement plans | Experience of person-centred care and support plans | Application FormInterview |
| Knowledge of safeguarding principles and experience of recognising signs of abuse and responding to them appropriately.  | Experience of working within safeguarding procedures | Interview |
| Experience of chairing meetings. |  | Application formInterview |

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| **Skills & Abilities** | Effective communication skills to convey complex and sensitive information both verbally and in writing including report writing | Presentation skills | Application Form InterviewAssessment |
| Ability to organise and prioritise own work effectively |  | Interview |
| Ability to plan effectively, negotiate and be creative with available resources |  | Interview |
| Ability to make robust evidence-based decisions |  | InterviewAssessment |
| Ability to respond positively to challenging situations and manage conflict | Experience of responding to change positively | Interview |
| Numeracy skills, ability to undertake mathematical calculations in order to calculate personal budget values |  | Interview |
| IT skills and the ability to use Microsoft Office Applications effectively |  | Interview |

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| **Core Behaviours** | **Excellence -** With enthusiasm, you work to deliver a high-quality service from your work location, whether that be in a Council building or in a remote working location, to meet customer, organisation and personal expectations. You adopt a ‘can do’ attitude in all of the work you deliver, ensuring it meets the needs of current and potential customers. | Interview |
| **Simplicity -** You actively seek ways to prevent over-complication or confusion, by adopting the most simplified approach to work. You communicate clearly and concisely, ensuring that the message is understood by all taking into account hybrid working. | Interview |
| **Trust and Respect -** You are aware of your impact on others including confidentiality, team relationships and wellbeing. You value openness and listen carefully to understand the views of others. You promote the values of inclusion and diversity and actively work to minimise any harm caused to others in order to foster an environment of mutual trust and respect | Interview |
| **Working Together -** You work with others to reach a common goal; sharing information, supporting colleagues, both in their work and wellbeing, and searching out expertise and solutions from relevant partners and/or the communities we serve. | Interview |
| **Responsibility -** You take ownership for your own wellbeing, work and working environment and use your initiative to deliver. You are accountable for your own performance and development, and you take responsibility for your actions and decisions. | Interview |
| **Leadership -** Your leadership is demonstrated by delivering outcomes and inspiring your team and individuals to improve and develop within an environment that enables individuals to achieve their potential. | Interview |

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| **Other Requirements** | Ability to demonstrate a commitment to diversity/inclusion | Interview |

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| **Compiled/Reviewed by** | Mike Strauss |
| **Date** | 19/11/2024 |

**Section C: Additional Information**

**Corporate Parent Responsibilities**

All employees should act as an advocate for our Looked After Children; fulfilling our corporate parenting responsibilities by considering Children and Young People in everything we do.

**Health and Safety**

Health and safety laws require all employees to help the Council maintain and improve health and safety standards. This means that the post holder must take reasonable care of his/her own and others’ health and safety and co-operate with any reasonable request to support the Council, managers and other employees, in meeting their health and safety legal responsibilities. Line managers have additional responsibilities to ensure that policies, procedures and safe systems of work are implemented on a daily basis.

All duties and responsibilities must be carried out in line with the Council’s Corporate Health and Safety Policy and any local safety procedures.

**Information Management**

As an employee of the Council, the post holder will be expected to manage information in accordance with standards outlined in the Corporate Records Management and Information Security policies. They will ensure that information used is held and transmitted securely in a manner commensurate with its sensitivity, and that it complies with the provisions of Data Protection legislation and guidance.

The post holder will be accountable for ensuring that he/she is aware of relevant Council policies and that all duties and responsibilities are carried out in line with the appropriate policies and procedures.

**Training and Development**

The Council is committed to the personal and organisational development of the individual. The post holder will be encouraged to identify job-related development needs.

**Solihull Behavioural Framework**

The Council expects all employees to conduct themselves in a way that is consistent with the values and behaviours set out in the Solihull Behavioural Framework.

**Mobility**

Whilst this post is initially to a specific post, the post holder may be exceptionally required to transfer to any post appropriate to their grade at such a place as in the service of the Council they may be required.

**Variations to Job Descriptions**

Due to changing customer demands, duties and responsibilities are likely to vary from time to time and the Council therefore retains the right to amend job descriptions to reflect changing requirements.