

St Teresa's Hospice

JOB DESCRIPTION

1. JOB DETAILS	
Job title:	Social Worker
Grade:	Hospice Band 6
Reports & is responsible to:	Family Support and Community Outreach Coordinator
Location:	St Teresa's Hospice, Darlington & District Community
2. JOB PURPOSE	
<p>To develop and deliver a specialist palliative care social work service to patients and their families who are eligible for care and support from St Teresa's Hospice.</p> <p>To be a full and committed member of the multi-disciplinary team, offering specialist advice and support to the wider team from a social work perspective.</p> <p>To support engagement and learning opportunities for internal and external colleagues, students and community groups.</p> <p>To undertake the role of a safeguarding officer within the organisation.</p>	
3. ORGANISATIONAL CHART	
Hospice Board of Trustees	
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Chief Executive Officer	
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Director of Service Development (SMT member)	
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Family Support and Community Outreach Coordinator (Line Manager)	Bereavement Care Coordinator
↓	↓
Social Worker	Chaplaincy Volunteers and Volunteer Visitors
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Wellbeing Hub volunteers	Staff and Volunteer Counsellors

4. DIMENSIONS

The Department works with: Hospice patients and patients' families, and the wider community

5. RESULT AREAS

Family Support Caseload

- To be **responsible for a social work caseload**, organising and prioritising the workload effectively with regular supervision and guidance.
- To undertake **holistic assessments of need** with patients, carers and their families considering individual strengths/resources as well as evaluating of risks, in partnership with other members of the MDT as appropriate.
- To work in partnership with patients, carers and families to formulate and implement appropriate **plans of support**, including Advance Care Planning, liaising with the MDT and external agencies as appropriate, and recognising the need to seek advice in more difficult and complex situations.
- To provide direct **psycho-social support** to patients, carers and families (including children) using **individual, group and family interventions** to help people deal with the impact of loss, promote people's rights and personal goals, enhance people's wellbeing and improve communication within the family/professional network.
- To undertake the role of a **safeguarding officer** within the organisation and act as a **resource** to service users and the MDT regarding social care policy and legislation including the Mental Capacity Act.
- To **maintain records** in accordance with hospice guidelines, professional standards, and standards set by statutory bodies such as the Care Quality Commission.

Team Working

- To attend and contribute to Family Support and Bereavement Care Team **meetings** and MDT meetings and actively **network** with local voluntary and statutory services to advocate for care offered to patients, carers and families in their own communities.
- To **work collaboratively** with other members of the Family Support and Bereavement Care Team, Hospice MDT, external professionals and organisations to enable the best possible support for patients, carers and families.
- To **develop the social work role** within the hospice, offering social work expertise and perspectives to ensure that people's choices are respected and, where possible, achieved.
- To **act as a resource** to clients and other professionals regarding social care legislation, services and funding, including welfare rights.
- To work in partnership with team members to **support and, as required, professionally supervise and line manage any visiting practitioners, seconded practitioners, volunteers or students**.
- To **carry out the role** in accordance with the law, Hospice values, Hospice policy and social work values and ethics.

Service promotion and education

- To support **engagement and learning opportunities** for members of the wider Hospice team, other professionals, organisations and the local community.
- To **contribute to the service development** of the hospice by contributing to research and audit, sharing good practice, and helping to ensure that hospice policies and procedures are up to date with any changes in social care legislation and guidance.
- To **promote** specialist social work and raise awareness of hospice services within multi-agency forums and professional/community networks.

Professional development

- To maintain **professional competence** by keeping up to date with mandatory training, current research, relevant legislation and changes in social work or palliative care policy and practice.
- To maintain **professional registration** with Social Work England and meet their professional standards.
- To engage in regular managerial and clinical **supervision** in accordance with Hospice policy and professional guidelines, adopting a reflective approach to professional practice.
- To take responsibility (with the support of the management, colleagues and clinical supervisor) to maintain a good level of **personal well-being and self-care**.

6. KEY WORKING RELATIONSHIPS

The Social Worker will work closely with the Family Support Team, Clinical Nurse Specialist Team and Inpatient Unit Team as part of the hospice MDT, in partnership with the Bereavement Care Co-ordinator.

7. DBS / other checks required:

This post is deemed to require a DBS check – Enhanced Level with a check of the adult and child barred list, with the Disclosure and Barring Service. This is due to the fact that the post involves working with children and/or vulnerable adults. Further information on the Disclosure service is available from <https://www.gov.uk/government/organisations/disclosure-and-barring-service>

All employees of St Teresa's Hospice are required to provide proof of their identity and eligibility to work in the UK.

Employees will be required to complete compliance checks in line with our current policy, as relevant to their role, such as providing evidence of professional registration, insurance and qualifications, employment history and references, and health clearance.

This job description is intended as a guide to the principle duties and responsibilities of the post. It must not be regarded as precisely defining all duties and will be subject to amendment in the light of developing service needs and changes in health policy.

PERSON SPECIFICATION

All factors must be measurable and justified by the job

	ESSENTIAL	DESIRABLE
KNOWLEDGE AND QUALIFICATIONS		
1. Qualification in social work e.g. DipSW/CQSW/CSS/Social Work Degree	✓	
2. Registered social worker with Social Work England	✓	
3. Working knowledge of social care legislation including Care Act 2014, safeguarding, MCA and DoLS.	✓	
4. Practice Educator's Award		✓
5. Counselling qualification		✓
6. Understands the role of volunteers		✓
7. Knowledge of current palliative care policy & practice including an awareness of Advance Care Planning		✓
8. Understanding of the impact of life-limiting illness on individuals and families	✓	
EXPERIENCE		
1. Experience of working with grief, loss, death and dying	✓	
2. Experience of undertaking holistic, strength-based social work assessments including the ability to assess various levels of risk	✓	
3. Experience of providing various types of social work support to meet complex practical and emotional needs	✓	
4. Experience of working with children & young people		✓
5. Experience of multi-professional working	✓	
6. Experience of the adult social care system including care management, Mental Capacity Assessments, Deprivation of Liberty Safeguarding, and wider child and adult Safeguarding	✓	

7. Experience in training/teaching		✓
8. Experience of facilitating groups		✓
9. Experience of using SystemOne patient record database		✓
SKILLS AND COMPETENCIES (demonstrable abilities)		
1. Skills in assessment and working knowledge of health and social care systems	✓	
2. Ability to work effectively and collaboratively with other professionals	✓	
3. Motivated and committed team worker	✓	
4. Excellent communication and interpersonal skills – ability to communicate complex psychosocial issues with patients, families and professionals	✓	
5. Good organisational skills	✓	
6. IT literate, able to use Microsoft Office suite	✓	
PERSONAL QUALITIES AND MOTIVATION		
1. Commitment to the vision, values and mission of the Hospice	✓	
2. Understanding of and commitment to equality, diversity, inclusion, and equity	✓	
3. Ability to work as an autonomous practitioner	✓	
4. Commitment to anti-oppressive practice and demonstrating clear social work	✓	
5. Caring and empathic	✓	
6. Self-aware and able to develop own emotional resilience and utilise appropriate sources of support	✓	
7. Flexible in attitude to work, and undertaking of role	✓	
8. Able to travel for work on a day-to-day basis using own transport, (business use insurance to be arranged by worker at their expense) with the ability to travel between the Hospice & the local community.	✓	

Our Values are our core beliefs.

They explain who we are, how we work, what we believe in and stand for:



A welcoming space

Creating a safe, shared and inclusive space where everyone feels valued and respected.



Dedicated to care

At our very heart is holistic care, comfort and dignity for all.



Compassion in all we do

Everything is centred on empathy, kindness, understanding and respect.



Support at every stage

We offer assistance, encouragement and guidance to everyone throughout their personal journey.



Excellence in everything

Delivering professionalism and the highest of standards in everything we do.