Job Description

Post Name	Social Worker (Newly qualified)
Service	Porth Gofal – Fostering Services
Grade	Grade 9
Job Evaluation Post Ref	JD 1481VP
Job Purpose	To undertake statutory duties under Part 4 and 6 of the SSWBA and other key social care legislations in assessing, supporting and safeguarding children and adults who are in need of care and support or who are at risk of harm by assisting individuals and their families or networks to resolve major difficulties, enhancing their coping skills & establishing their independence and resilience. To work within current legislation and statutory guidelines, as well as Council policies, procedures and practice, in order to assess, commission and review support services and planned interventions for those who are at risk or vulnerable. To work to ensure quality of service with colleagues in the statutory & independent sector to ensure multi-agency approach in empowering service-users to speak for themselves whilst ensuring they are safe & protected.
Location	Penmorfa, Aberaeron
Hours of Work	37 hours per week
Type of Contract	Full-time
Contract Duration	Permanent
Line Managers Job Title	Senior Practitioner
Supervisory/Managerial Responsibilities	
Accountability	
Contractual Terms Associated with the Post	Safeguarding and protecting adults at risk and children are key priorities for us. We aim to support adults at risk, children and young people to ensure they are as safe as they can possibly be. We acknowledge their right to protection and will take action to safeguard their welfare. Each member of staff and volunteer is expected to share this commitment, and we will require an Enhanced Check by the Disclosure and Barring Service (DBS), formerly CRB before appointing to this post.
Overview of the Through Age and Wellbeing Integrated Services Model	Through Age and Wellbeing Integrated Services Model is a new way of meeting people's needs by ensuring that the right people are in place to make the right decisions at the right time. Through Age and Wellbeing Integrated Services Model will:

	• be the first point of contact for residents and key partners • design and deliver early prevention and intervention packages bespoke to individuals' needs • decide upon the most appropriate services to deliver support in a time-related manner • monitor and evaluate the impact of support

Duties and Responsibilities

DUTIES

Operational Delivery

- To assist individuals and families to deal with matters which cause them difficulties in daily living.
- To pursue or contribute to enquiries and where necessary to intervene to protect those who are vulnerable or in danger of significant harm. This may include undertaking S47 investigations, Joint Investigations /achieving Best Evidence Interviews and Section 126 Investigations.
- To ensure children and adult safety through Court processes where required.
- To provide statements and reports for Court when required.
- To work in partnership with people, and other professionals and agencies within the Signs of Safety model.
- Promote people's self-worth and rights, so that they can make clear decisions about themselves and their possible impact on others such as family, friends etc.
- Provide information and advice so that choices can be made by individuals or families relevant to their social circumstances and act as an advocate to service users and carers where this is relevant to service objectives, care plans etc.
- With support from senior/ qualified staff work in accordance with statutory and legal requirements in relation to care planning, and within frameworks set out in the policies and procedures of the agency as well as SSWBA, Wales Safeguarding Procedures.
- Undertake Best Interest meetings and decision as defined by the Mental Capacity Act. To also ensure statutory responsibility for Liberty Protection Safeguards (LPS) are met within the assessment process.
- Assess and review people's circumstances and co-produce appropriate Part 4 and 6 care & support and protection plans.
- Contribute to the development, planning and control of resources Maintain comprehensive knowledge of regulations, statutes and practice, which underpin and define the role of social workers and the responsibilities of the agency.
- Initiate, develop and sustain close working relationships with other agencies and work within a multi-disciplinary team setting when required.
- Undertake and provide training based on specialist interest and expertise where time and interest allows.
- To adopt a flexible attitude to the duties of the post, to reflect the changing needs of the service and the circumstances of the community.
- Attend regular supervision meetings with line manager.

Quality Assurance

- Ensure that the support in place is meeting assessed needs
- To evaluate the service user's satisfaction with the care and support provided
- To assess risk positively and with support from senior team members/qualified staff develop risk management and safeguarding plans when implementing family or individual support plans or managing ongoing progress.
- Maintain appropriate records in accordance with Council or Service requirements, including a clear record of assessments, care plans and the provision of statistical information.

General Responsibilities

- Under the guidance and support of qualified staff, develop the level of knowledge, understanding and skills required to evidence competence in social work tasks and meet the required standards
- Actively promote the Welsh language and service user language preferences as required by the Welsh language standards and More than Just Words framework.
- Develop effective partnership working with internal and external colleagues and other agencies
- Maintain a flexible approach to the pattern of work which reflects the changing needs of the service and the circumstances of the community.
- Promote the concept of "dignity in care", protecting the family rights giving them voice and control and to be aware of the Safeguarding policies and procedures; taking appropriate action to protect service users.
- Be aware of the Council's Liberty Protection Safeguards (LPS) procedures and to advise managing authorities, e.g. care homes of how they can make an appropriate referrals in situations where deprivation of liberty might be a factor.
- Adhere to relevant statutory legislation and guidance, internal policies and procedures in relation to professional and administrative matters.
- The post holder will be expected to adopt a flexible attitude to the duties of the post. These may be varied from time to time following discussions with the post holder and in keeping with the Service's requirements of the post and commensurate with the grade of the post.
- To attend team meetings, supervision sessions and training courses when appropriate and as directed by the Team Manager, for personal and professional development.

Person Specification

<table>
<tr><th colspan="3">Essential</th></tr>
<tr><td>Academic / Professional / Technical / Vocational Qualifications</td><td colspan="2">Degree in social work or other equivalent qualification</td></tr>
<tr><td>Welsh Linguistic Skills</td><td>Listening/Speaking: Level 4
Reading: Level 3
Writing Level 3</td><td>The Welsh linguistic skills noted must be attained within two years of appointment.</td></tr>
<tr><td>English Linguistic Skills</td><td>Listening/Speaking: Level 3
Reading: Level 3
Writing Level 3</td><td>The English linguistic skills noted are required on appointment.</td></tr>
<tr><td>Required practical and personal skills</td><td colspan="2">Practical Knowledge
• Registration with Social Care Wales
• Ability to communicate well with adults, children, young people and their families.
• Ability to assess and analyse requirements of people with complex needs; developing cost effective care plans that may require multi agency service provision.
• Knowledge and understanding of key legislation and Regulations, e.g. Safeguarding, Mental Capacity Act, SSWBA, Mental Health Measure, Deprivation of Liberty and Liberty Protection Safeguards and Children's Acts as well as the codes of practice underpinning social care services
• Understanding of relevant procedures in working with adults and children.
• Working within a multi-disciplinary setting with an open but assertive manner
• Maintaining accurate records

Personal Attributes
• Works flexibly in response to changing demands
• Proactively develops professional skills
• A commitment to following and promoting the Council's corporate ways of working across the Through Age and Wellbeing model
• Good verbal and written communication skills
• IT skills across a range of systems and tools, e.g. social care client database, e-mail, internet based learning programs and Microsoft applications.</td></tr>
</table>

	• Ability to work under pressure and to tight deadlines • Must hold a full driving licence (*delete if not relevant*)
Required Experience	Candidates must have: • experience of developing good working relationships with Service users • experience of multi-agency working. • a thorough knowledge and understanding of legislation relevant to work with individuals, their families and their carers.
Training/education required to be undertaken for the post/worked towards	• CPEL 1st years in practice • Joint Investigation/Achieving Best Evidence

Desirable	
Qualifications / Training	
Practical / Personal Skills	• Ability to work as part of a team • The ability to work effectively from home, including good quality reliable broadband speed

Disgrifiad Swydd

Teitl y swydd	Gweithiwr Cymdeithasol (Newydd Gymhwyso)
Gwasanaeth	Porth Gofal - Gwasanaethau Maethu
Gradd	Gradd 9
Cyfeirnod at ddibenion Gwerthuso Swyddi	JD 1481VP
Diben y swydd	Ymgymryd â dyletswyddau statudol o dan Ran 4 a Rhan 6 o'r Ddeddf Gwasanaethau Cymdeithasol a Llesiant a deddfwriaeth bwysig arall ym maes gofal cymdeithasol o ran asesu, cynorthwyo a diogelu plant ac oedolion y mae angen gofal a chymorth arnynt neu sydd mewn perygl o niwed drwy gynorthwyo unigolion a'u teuluoedd neu'u rhwydweithiau i ddatrys anawsterau mawr, gan wella eu sgiliau ymdopi a gosod sail iddynt fod yn annibynnol ac yn gydnerth. Gweithio yn unol â'r ddeddfwriaeth a'r canllawiau statudol cyfredol, yn ogystal â pholisïau, gweithdrefnau ac arferion y Cyngor, i asesu, i gomisiynu ac i adolygu gwasanaethau cymorth ac ymyriadau wedi'u cynllunio ar gyfer y rheini sydd mewn perygl neu sy'n agored i niwed. Cydweithio â chymheiriaid yn y sector statudol a'r sector annibynnol i sicrhau ansawdd y gwasanaeth, ac i sicrhau bod dull amlasiantaethol yn cael ei ddefnyddio i rymuso defnyddwyr gwasanaethau i siarad drostynt eu hunain, gan sicrhau ar yr un pryd eu bod yn ddiogel ac yn cael eu hamddiffyn.
Lleoliad	Penmorfa, Aberaeron
Oriau gwaith	37 awr yr wythnos
Math o gontract	Amser llawn
Hyd y contract	Cyfnod penodol
Teitl swydd y Rheolwr Llinell	Uwch-ymarferydd – Gwasanaethau Maethu
Cyfrifoldebau goruchwylio/rheoli	
Atebolrwydd	
Y telerau contractiol sy'n gysylltiedig â'r swydd	Diogelu ac amddiffyn oedolion a phlant sydd mewn perygl yw'n prif flaenoriaethau ni. Ein nod yw cynorthwyo oedolion, plant a phobl ifanc sydd mewn perygl i sicrhau eu bod mor ddiogel ag y gallant fod. Rydym yn cydnabod eu hawl i gael eu hamddiffyn a byddwn yn gweithredu i ddiogelu eu lles a'u llesiant. Disgwylir i bob aelod staff a gwirfoddolwr rannu'r ymrwymiad hwn, a bydd gofyn cael gwiriad manylach gan y Gwasanaeth Datgelu a Gwahardd cyn penodi i'r swydd hon.

Trosolwg ar y Model Gwasanaethau Integredig Gydol Oes a Llesiant	Mae'r Model Gwasanaethau Integredig Gydol Oes a Llesiant yn ffordd newydd o ddiwallu anghenion pobl drwy sicrhau bod y bobl iawn yn eu lle i wneud y penderfyniadau iawn ar yr adeg iawn. Bydd y Model Gwasanaethau Integredig Gydol Oes a Llesiant: • yn fan cyswllt cyntaf ar gyfer preswylwyr a phartneriaid allweddol • yn llunio ac yn darparu pecynnau atal ac ymyrraeth gynnar pwrpasol i ddiwallu anghenion unigolion • yn pennu'r gwasanaethau mwyaf priodol i ddarparu cymorth yn brydlon • yn monitro ac yn gwerthuso effaith y cymorth

Dyletswyddau a chyfrifoldebau

DYLETSWYDDAU

Cyflawni gweithrediadau

- Cynorthwyo unigolion a theuluoedd i ymdopi â materion sy'n peri anawsterau iddynt o ran byw o ddydd i ddydd.
- Gwneud ymholiadau, neu gyfrannu atynt, ac ymyrryd lle bo angen i amddiffyn y rheini sy'n agored i niwed neu sydd mewn perygl o niwed sylweddol. Gall hyn gynnwys cynnal ymchwiliadau Adran 47, ymchwiliadau ar y cyd/cyfweliadau Sicrhau'r Dystiolaeth Orau, ac ymchwiliadau Adran 126.
- Sicrhau bod plant ac oedolion yn ddiogel drwy ddefnyddio prosesau llys lle bo angen.
- Darparu datganiadau ac adroddiadau i lys pan fo angen.
- Cydweithio ag unigolion, a gweithwyr proffesiynol ac asiantaethau eraill, o fewn y model Arwyddion Diogelwch.
- Hybu hunan-dyb a hawliau unigolion er mwyn iddynt allu gwneud penderfyniadau clir amdanynt eu hunain a'u heffaith bosibl ar eraill, fel teulu, ffrindiau, ac ati.
- Darparu gwybodaeth a chyngor er mwyn i unigolion neu deuluoedd allu gwneud dewisiadau sy'n berthnasol i'w hamgylchiadau cymdeithasol, a bod yn eiriolwr ar ran defnyddwyr gwasanaeth a gofalwyr pan fo hyn yn berthnasol i amcanion y gwasanaeth, cynlluniau gofal, ac ati.
- Gyda chymorth staff uwch/cymwysedig, gweithio yn unol â gofynion statudol a chyfreithiol o ran cynllunio gofal, ac yn unol â'r fframweithiau a nodir ym mholisïau a gweithdrefnau'r asiantaeth, yn ogystal â'r Ddeddf Gwasanaethau Cymdeithasol a Llesiant a Gweithdrefnau Diogelu Cymru.
- Cynnal cyfarfodydd Budd Pennaf, a gwneud penderfyniadau fel y'u diffinnir gan y Ddeddf Galluedd Meddyliol. Sicrhau hefyd fod y cyfrifoldeb statudol dros y Trefniadau Amddiffyn Rhyddid yn cael ei fodloni yn y broses asesu.
- Asesu ac adolygu amgylchiadau unigolion, a mynd ati ar y cyd i baratoi cynlluniau gofal a chymorth a chynlluniau amddiffyn priodol o dan Ran 4 a Rhan 6 o'r Ddeddf.
- Cyfrannu at ddatblygu, cynllunio a rheoli adnoddau.
- Sicrhau ei fod/bod yn meddu ar wybodaeth gynhwysfawr o hyd am reoliadau, statudau ac arferion sy'n gosod sail ar gyfer rôl gweithwyr cymdeithasol a chyfrifoldebau'r asiantaeth, ac yn diffinio'r pethau hynny.
- Cychwyn, meithrin a chynnal perthynas waith agos ag asiantaethau eraill, a gweithio mewn tîm amlddisgyblaethol pan fo angen.

- Ymgymryd â hyfforddiant sy'n seiliedig ar feysydd diddordeb ac arbenigedd pan fo amser a diddordeb yn caniatáu, a darparu hyfforddiant o'r fath.
- Mabwysiadu agwedd hyblyg tuag at ddyletswyddau'r swydd yng ngoleuni anghenion newidiol y gwasanaeth ac amgylchiadau'r gymuned.
- Mynd i gyfarfodydd goruchwylio rheolaidd â'r rheolwr llinell.

Sicrhau ansawdd

- Sicrhau bod y cymorth a ddarperir yn diwallu'r anghenion a aseswyd.
- Gwerthuso bodlonrwydd defnyddwyr y gwasanaeth â'r gofal a'r cymorth a ddarparwyd iddynt.
- Asesu risg mewn ffordd gadarnhaol a mynd ati, gyda chymorth uwch-aelodau'r tîm/staff cymwysedig, i baratoi cynlluniau rheoli risgiau a diogelu pan fydd yn rhoi cynlluniau ar waith i gynorthwyo teuluoedd neu unigolion neu'n rheoli cynnydd parhaus.
- Cadw cofnodion priodol yn unol â gofynion y Cyngor neu'r Gwasanaeth, gan gynnwys cadw cofnod clir o asesiadau a chynlluniau gofal, a darparu gwybodaeth ystadegol.

Cyfrifoldebau cyffredinol

- O dan arweiniad a gyda chymorth staff cymwysedig, meithrin yr wybodaeth, y ddealltwriaeth a'r sgiliau sy'n ofynnol i ddangos cymhwysedd o ran tasgau gwaith cymdeithasol ac i fodloni'r safonau gofynnol.
- Mynd ati i hybu'r Gymraeg a dewisiadau iaith defnyddwyr y gwasanaeth fel sy'n ofynnol gan Safonau'r Gymraeg a fframwaith Mwy na Geiriau.
- Meithrin perthynas waith effeithiol â chydweithwyr mewnol ac allanol ac asiantaethau eraill.
- Cynnal agwedd hyblyg tuag batrwm y gwaith yng ngoleuni anghenion newidiol y gwasanaeth ac amgylchiadau'r gymuned.
- Hybu'r cysyniad o "urddas mewn gofal", amddiffyn hawliau teuluoedd gan roi llais a rheolaeth iddynt, a sicrhau ei fod/bod yn gwybod am bolisïau a gweithdrefnau diogelu; cymryd camau priodol i amddiffyn defnyddwyr y gwasanaeth.
- Gwybod am weithdrefnau Trefniadau Amddiffyn Rhyddid y Cyngor, a rhoi cyngor i'r awdurdodau rheoli, e.e. cartrefi gofal, o ran sut y gallant wneud atgyfeiriadau priodol mewn sefyllfaoedd lle y gall fod angen amddifadu rhywun o'i ryddid.
- Ymlynu wrth ddeddfwriaeth a chanllawiau statudol perthnasol, a pholisïau a gweithdrefnau mewnol o ran materion proffesiynol a gweinyddol.
- Bydd disgwyl bod gan ddeiliad y swydd agwedd hyblyg tuag at ddyletswyddau'r swydd. Gall y rhain newid o bryd i'w gilydd, ar ôl trafod â deiliad y swydd, yn ôl anghenion y Gwasanaeth ac yn unol â gradd y swydd.
- Mynd i gyfarfodydd tîm, sesiynau goruchwylio a chyrsiau hyfforddi pan fo'n briodol ac yn unol â chyfarwyddyd y Rheolwr Tîm er mwyn datblygu'n bersonol ac yn broffesiynol.

Manyleb Person

<table>
<tr><th colspan="3">Hanfodol</th></tr>
<tr><td>Cymwysterau academaidd / proffesiynol / technegol / galwedigaethol</td><td colspan="2">Gradd mewn Gwaith Cymdeithasol neu gymhwyster arall cyfatebol</td></tr>
<tr><td>Sgiliau Cymraeg</td><td>Gwrando/Siarad: Lefel 4
Darllen: Lefel 3
Ysgrifennu Lefel 3</td><td>Bydd yn ofynnol i ddeiliad y swydd feddu ar y sgiliau Cymraeg a nodir cyn pen dwy flynedd ar ôl ei benodi/phenodi.</td></tr>
<tr><td>Sgiliau Saesneg</td><td>Gwrando/Siarad: Lefel 3
Darllen: Lefel 3
Ysgrifennu Lefel 3</td><td>Bydd yn ofynnol i ddeiliad y swydd feddu ar y sgiliau Saesneg a nodir pan gaiff ei benodi/phenodi i'r swydd</td></tr>
<tr><td>Sgiliau ymarferol a phersonol gofynnol</td><td colspan="2">Gwybodaeth ymarferol
• Cofrestriad gyda Gofal Cymdeithasol Cymru.
• Gallu cyfathrebu'n dda ag oedolion, plant, pobl ifanc a'u teuluoedd.
• Gallu asesu a dadansoddi gofynion pobl ag anghenion cymhleth; llunio cynlluniau gofal cost-effeithiol y gall fod angen darpariaeth amlasiantaethol i'w rhoi ar waith.
• Gwybodaeth am ddeddfwriaeth a rheoliadau allweddol, a dealltwriaeth ohonynt, e.e. Diogelu, y Ddeddf Galluedd Meddyliol, y Ddeddf Gwasanaethau Cymdeithasol a Llesiant, y Mesur Iechyd Meddwl, Amddifadu o Ryddid / Trefniadau Amddiffyn Rhyddid, a Deddfau Plant, ynghyd â'r codau ymarfer sy'n sail i wasanaethau gofal cymdeithasol .
• Deall y gweithdrefnau sy'n berthnasol i weithio gydag oedolion a phlant.
• Gweithio mewn amgylchedd amlddisgyblaethol mewn ffordd agored ond pendant.
• Cadw cofnodion cywir.

Rhinweddau personol
• Rhywun sy'n gweithio'n hyblyg yn wyneb galwadau sy'n newid.
• Rhywun sy'n mynd ati i ddatblygu sgiliau proffesiynol.
• Rhywun sy'n ymrwymo i ddilyn ac i hyrwyddo ffyrdd corfforaethol y Cyngor o weithio ar draws y model Gydol Oes a Llesiant.
• Sgiliau cyfathrebu da ar lafar ac yn ysgrifenedig.</td></tr>
</table>

	• Sgiliau TG ar draws systemau ac offer amrywiol, e.e. cronfa ddata cleientiaid gofal cymdeithasol, e-bost, rhaglenni dysgu ar y Rhyngrwyd, a rhaglenni Microsoft. • Rhywun sy'n gallu gweithio o dan bwysau ac yn unol â therfynau amser tynn. • Rhaid bod gan ddeiliad y swydd drwydded yrru lawn
Profiad gofynnol	Rhaid bod gan ymgeiswyr: • brofiad o feithrin perthynas waith dda â defnyddwyr gwasanaethau. • profiad o weithio aml-asiantaethol. • gwybodaeth drylwyr am y ddeddfwriaeth sy'n berthnasol i weithio gydag unigolion, eu teuluoedd a'u gofalwyr, a dealltwriaeth drylwyr o'r ddeddfwriaeth honno.
Hyfforddiant/addysg y mae'n ofynnol eu cyflawni/mynd ati i'w cyflawni ar gyfer y swydd	• Addysg a Dysgu Proffesiynol Parhaus: Y Tair Blynedd Gyntaf o Ymarfer. • Ymchwilio ar y Cyd/Sicrhau'r Dystiolaeth Orau.

Dymunol	
Cymwysterau / hyfforddiant	
Sgiliau ymarferol / personol	• Gallu gweithio fel aelod o dîm. • Gallu gweithio gartref yn effeithiol, gan gynnwys band eang cyflym a dibynadwy o ansawdd da.