

Learning Disabilities, Social worker.

Job Description

Position Pay Level: Pay Level 7.

Position Pay SCP: SCP 30 to 35

Salary: £43,253 - £48,795 (fully inclusive of Local Weighting Allowance)

DBS requirement: Enhanced

Reports to: Practice Lead

Job Summary

This role sits within Adult Social Care's Community Team for People with Learning Disabilities and is responsible for delivering high-quality, person-centred social work support to adults with lifelong learning disabilities, their families and carers. The post holder will promote independence, choice and wellbeing through strengths-based assessment, care planning, safeguarding, Mental Capacity Act work and effective multi-agency collaboration.

Working across Slough's diverse communities, the Social Worker will support adults to have their voices heard, access the right services, remain safe and participate as fully as possible in community life. The role requires confident professional judgement, sound knowledge of relevant legislation, strong communication skills and a commitment to rights-based, inclusive and anti-discriminatory practice.

Responsible for:

A learning disability social worker is responsible for supporting adults who have a *lifelong* learning disability to live safely, independently, and with dignity. Their role is broad, legally grounded, and highly person-centred.

A learning disability social worker focuses on:

- Long-term, lifelong support
- Building independence rather than crisis intervention
- Understanding communication needs
- Working with families over many years
- Ensuring the person's voice is central, even when they communicate non-verbally

It's a role that blends legal responsibility, advocacy, relationship-building, **and** practical support

About Working for Slough

Slough Borough Council emphasises:

- People-centred practice

- Community engagement
- Early intervention and prevention
- Integrated working with health partners
- Diversity, equality, and inclusion

Your work directly contributes to improving outcomes for Slough residents and supporting the council's vision of a resilient, inclusive community.

Main purpose of job:

- Promote independence - Supporting people to develop skills, make choices, and live as independently as possible.
- Protect rights - Ensuring the person's legal rights are upheld under the Care Act, Mental Capacity Act, and Equality Act.
- Safeguard wellbeing - Preventing abuse or neglect and responding effectively when concerns arise.
- Assess needs - Understanding what support a person requires to live safely and meaningfully.
- Coordinate support - Bringing together health, social care, housing, and community services to meet the person's needs.
- Enable choice and control - Ensuring the person is at the centre of all decisions, using accessible communication and advocacy.

Main accountabilities:

1. Assessment and care planning

- Complete Care Act 2014 assessments using a strengths-based, outcomes-focused approach.
- Develop personalised support plans that promote independence, wellbeing, and community participation.
- Carry out reviews to ensure support remains appropriate and cost-effective.
- Work in line with Slough's promoting independence and preventative practice principles.

2. Safeguarding and risk management

- Identify and respond to safeguarding concerns in line with Slough's Adult Safeguarding Procedures.
- Undertake Section 42 enquiries, coordinating multi-agency responses.
- Complete proportionate risk assessments and implement risk-management plans.
- Promote Making Safeguarding Personal across all interventions.

3. Mental capacity and legal responsibilities

- Complete Mental Capacity Act assessments and best-interest decisions.
- Contribute to DoLS processes and Court of Protection work when required.
- Ensure all practice is compliant with the Care Act, MCA, Human Rights Act, and local policies.

4. Direct work with adults

- Build meaningful, empowering relationships with adults with learning disabilities.
- Use accessible communication methods and support individuals to express their wishes and preferences.
- Promote independence, self-advocacy, and access to community opportunities in Slough.

5. Multi-disciplinary and partnership working

- Work closely with Berkshire Healthcare NHS Foundation Trust, learning disability nurses, OTs, psychologists, behaviour specialists, housing teams, supported living providers, and local voluntary and community organisations.
- Participate in multi-disciplinary meetings, joint assessments, and integrated care planning.
- Support Slough's commitment to joined-up, community-based support.

6. Support for families and carers

- Complete carers' assessments and ensure carers receive appropriate support.
- Provide advice, guidance, and signposting to local services such as Slough Carers Support.
- Work sensitively with families during transitions, crises, or safeguarding concerns.

7. Case management and professional practice

- Manage a varied caseload with appropriate prioritisation.
- Maintain accurate, timely case records on Slough's electronic systems.
- Prepare high-quality reports, assessments, and professional documentation.
- Participate in supervision, reflective practice, and continuous professional development.
- Uphold Social Work England professional standards.

8. Essential knowledge, skills and experience

- Social Work England registration.
- Experience working with adults with learning disabilities.
- Strong understanding of learning disabilities and autism, Positive Behaviour Support, safeguarding adults, the Mental Capacity Act, and strengths-based practice.
- Excellent communication and report-writing skills.
- Ability to work effectively in multi-disciplinary teams.

- Commitment to equality, diversity, and anti-discriminatory practice.
- Ability to travel across Slough for community visits.

Person Specification:
Learning Disabilities Social Worker

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
Experience	Experience of working with a range of partners in an appropriate Health or Social Care Setting	Essential	A/I
	Experience of balancing complex workloads, setting priorities and making decisions.	Essential	A/I
	Learning-disability practice knowledge. Understanding the nature of learning disabilities, co-occurring conditions, communication needs, and the social model of disability.	Essential	A/I
	Human rights & equality frameworks. Strong grasp of rights-based practice, discrimination, and the history of institutional abuse affecting people with learning disabilities.	Essential	A/I
	Legislation & policy. Mental Capacity Act, Care Act, safeguarding duties, advocacy entitlements, and community-based support principles.	Essential	A/I

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
	Strengths-based and co-production approaches. Ability to recognise and build on individuals' strengths, involving people and families in all decisions.	Essential	A/I
Skills and abilities	Effective interpersonal skills in order to communicate effectively with service users, colleagues and partner agencies	Essential	A/I
	Ability to plan, prioritise and work effectively	Essential	A/I
	An ability to be sensitive to the needs of Slough's ethnically and culturally diverse community		
	Ability to work within a changing environment providing services to vulnerable clients	Essential	A/I
	An ability to develop effective relationships with other staff, partner agencies and the public	Essential	A/I
	Ability to carry out personalised assessments including risk assessments, Mental Capacity and Best Interests Assessments	Essential	A/I

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
	To keep high standards of personal and professional conduct and professional appearance	Essential	A/I
	Ability to coach, mentor and supervise other staff on complex cases	Essential	A/I
Knowledge and understanding	Working knowledge of the relevant legislation and theories underpinning the provision of services to the relevant client group.	Essential	A/I
	Good working knowledge of directorate and corporate policies, procedures and practice including safeguarding procedures	Essential	A/I
	Good understanding of joint working with partner agencies	Essential	A/I
	Working knowledge of financial procedures appropriate to the job	Essential	A/I
	Working knowledge of financial procedures appropriate to the job	Essential	A/I
	Awareness of data protection and confidentiality issues	Essential	A/I
	Awareness of legislation relating to equal opportunities and a	Essential	A/I

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
	commitment to equality and diversity.		
Qualifications	Relevant degree, related to profession, e.g. Social Work post graduate/Masters,	Essential	A/I
	Current registration with Health & Care Professions Council (HCPC)	Essential	A/I
	Full UK Driving Licence and access to daily use of a car	Essential/desirable	A/I
	Post Qualification Attainment- ASYE	Essential	A/I