



Role Profile

Experienced Social Worker

Adult Social Care

People Directorate



SWINDON
BOROUGH COUNCIL

Role Profile: Experienced Social Worker	Role Profile Number: SBC_12050
Directorate: Adults	Reporting to: Advanced Social Work Lead
Grade: CFL 10	Date Prepared: July 2026

Our Values

Our [Values](#) shape how we work for the people of Swindon. They guide how we make decisions, how we deliver services and how we work with our communities and partners.

Our Values are:

We SEE – people, not problems – and stay curious to understand their story.

We HEAR – each other and the people we serve

We CARE – about our colleagues, our residents and our community

We ACT – with integrity, accountability and purpose

We LEARN – from data, feedback and experience so we keep improving

These five values describe the standards we hold ourselves to as a Council, and what residents and partners can expect from us.

The Swindon Commitment

The [Swindon Commitment](#) shows how we bring our Values to life every day, in every role, across all that we do. It turns our Values into practical promises between the Council, our colleagues and the people we serve so we can work together to deliver the best possible services and support.

Created with colleagues from across the organisation, the Swindon Commitment sets out a shared understanding of how we work, lead and behave. Rooted in our five core values, it reflects how we listen to, include and respond to residents, communities and each other.



Purpose:

The Experienced Social Worker will practice in accordance with and uphold the Standards of Professional Practice for social workers as defined by Social Work England, which includes the code of ethics and the continuing professional development requirements in order to maintain registration as a social worker to be able to work in England.

They will practice in accordance with the BASW Professional Capabilities Framework for Social Workers (the national occupational standards for the profession) at the level of Experienced Social Worker.

Practitioners working in line with the Experienced Social Worker level of the Professional Capabilities Framework (PCF) are more autonomous in their role than at lower levels of the PCF. They are expected to demonstrate expert and effective practice in complex situations, assessing and managing higher levels of risk, striking a balance between support and control, liaising with a wide range of professionals, including more senior levels. They manage complex caseloads and offer expert opinion within the organisation and to others. They chair a range of meetings, offer expert support to case conferences, and produce high quality assessments and reports for a range of functions. They model good practice, setting expectations for others. They start to take responsibility and be accountable for the practice of others, mentoring newly qualified social workers, and supervising the work of junior staff. They undertake capacity-building with individuals, families, communities, user groups and voluntary organisations, and contribute their views on service provision to commissioners.

Key responsibilities and accountabilities:

- To undertake complex person-centred assessments with people (including assessment of mental capacity where appropriate) and to plan for the provision of support and / or services with people in order to assist them to meet their outcomes and to live as independently as possible.
- To support carers to continue in their role in complex situations.
- To ensure accurate and timely recording of all information and activity onto the social care records database in accordance with work targets set by the Team Manager and supervisor.
- To gather sufficient information about people in order to be able to accurately assess their needs against eligibility criteria.
- To contribute to local knowledge (within the team and the service) about universally available services that is up to date, including what is available within the voluntary and community sector, as well as the Department's commissioned and contracted services and to signpost / advocate for people accordingly.
- To have advanced skills and knowledge in assessment, support planning and the management of risks for individuals and to be able to apply Council policy and support people to manage risk appropriately.
- Practice in line with legal requirements, demonstrating a detailed understanding of the Care Act, Mental Capacity Act and Continuing Health Care guidance.

- To undertake Best Interest decision making, including convening and chairing Best Interest meetings to fulfil legal requirements of the Mental Capacity Act 2005.
- Advise, guide and support colleagues to meet legal, procedure and practice requirements.
- To identify where adults may be at risk and to act in accordance with the Department's safeguarding policies and procedures.
- To undertake the role of Investigating Officer and Investigating Manager, including Section 42 (Care Act) enquiries and multi-agency working in accordance with Swindon's multi-agency policies and procedures for safeguarding adults. This includes gathering and analyzing complex information and associated risks, and making recommendations in relation to Adult Protection Plans.
- Carry out one to one supervision once a month with allocated staff ensuring that supervision is timely and recorded and that any practice concerns are communicated to senior staff / line managers.
- To take on the formal assessor role for newly qualified social workers undertaking the Assessed and Supported Year of Employment (ASYE).
- To participate in Practice Education Professional Standards (PEPS) training and undertake placement supervision of student social workers.
- To represent the council in multi-disciplinary working with health, police and other colleagues, working collaboratively to ensure effective communication / information sharing and to support decision making processes.
- To write reports for court hearings and to present evidence in court, including Court of Protection and High Court.
- To ensure that Council, corporate and departmental policies and procedures are followed at all times.
- To contribute proactively to the effective working of the team with a positive attitude by sharing knowledge, offering advice and support and being involved in the development of services.
- Take the lead in organizing and conducting peer group developmental sessions within the team and across teams as required.
- To fully engage and prepare for own supervision and appraisal through self-evaluation, ensuring that continual professional development is evidenced.
- To be an ambassador for the Council and the department at all times, always representing the Council positively, professionally and appropriately at meetings with people, external partners and agencies.

Supplementary Accountabilities

- Able to demonstrate independent critical judgement, to problem solve in complex and unpredictable situations and to effectively manage conflict.
- Working with adults with short and long term complex needs, providing care and support to enable people to be as independent as possible. This could include people with Learning Disabilities, Autism, physical and Mental health disabilities and children transitioning to adult services.
- Operate within defined budgets for social care

Managerial

- To provide effective, professional supervision to Social Workers and Social Care practitioners.
- Able to work with others in a developmental way.
- Able to plan, chair and contribute to meetings.

Professional

- Work in collaborative partnerships with colleagues from the council, health and other stakeholders within the voluntary and community sector that promote well-being, social inclusion and resilience.
- Ensuring a strong commitment to anti-discriminatory and oppressive practice.
- Participate in and, where appropriate, chair meetings of internal / external partners and other agencies, Best Interest decision maker, or facilitation of this, CHC joint decision-making panels, etc.
- Always operating within the professional ethics and disciplines of Social Work as described in the BASW code of ethics and Social Work England code of practice.
- Able to communicate effectively with people at all levels with positive and person- centred approaches, including via written reports.
- Provide advice and guidance on complex issues that could be contentious and challenging in nature.

Decision making:

- Using general guidelines and utilising a wide range of relevant information, make decisions where advice is not readily available.
- Assess the options and take appropriate action, where only general guidelines exist.
- Making appropriate decisions to ensure outcomes are achieved which serve the best needs of the people and, as a consequence, can result in improved services.
- The consequences of the decisions will have a material effect on the service.
- Conduct assessments of clients' circumstances and issues to determine intervention / referral to the appropriate services.
- Appropriate support / care plans are developed; considerations are made to the cost effectiveness.
- Provide advice and guidance on complex issues which could be contentious and challenging in nature.

Creativity and innovation

- Work on own initiative to manage own activities and contribute to longer term activities / plans. Creativity and innovation is a feature of the job along with ability to interpret general guidelines to resolve issues.
- Identify areas where improvements could be made within own role.
- Use independent analysis and judgement to apply knowledge of systems, procedures and best

practice and in assessing risk to clients or others. Subject to practices and procedures which have clear precedents or operational guidance. Subject to managerial control and review of results.

- Plan and implement interventions and actions for allocated cases. Monitor and review cases and undertake less complex casework.
- Assist in more complex cases under supervision, or where appropriate, shadowing experienced colleagues.
- Apply professional knowledge and experience to interpret and recommend policy, resolve complex issues, proactively anticipate problems and deliver solutions which enhance the quality and efficiency of services.
- Responsible for meeting performance standards within a policy framework and regulatory guidelines. Considerable scope to exercise initiative in taking action - within the boundary of well-defined policies.
- Contribute to long term strategies.
- Responsible for professional advice, assessments or referrals, ensuring interventions are timely and cost effective.
- Manage a complex and varied caseload within a framework of policy and procedures –subject to managerial control and review of results.
- Research information to support and develop services for the client group.
- Prepare standard reports and contribute to reports for court / tribunals as required, representing the service at court / tribunal attendance as required.
- Assess and oversee adaptation work including advice and demonstration of specialist equipment to clients.

Job Scope

Number and types of jobs managed

- None Directly Managed, requirement to support junior members of staff.

Typical tasks supervised/allocated to others

- To provide professional advice to junior staff
- To review junior staff work and advise on decision making

- | | |
|--|-------|
| • Number and types of jobs managed: | • N/A |
| • Budget Holder: | • N/A |
| • Budget Value: | • N/A |
| • Asset Responsibility: | • N/A |

PERSON SPECIFICATION

Qualifications:	Essential or Desirable
• Qualified Social Worker, Degree in relevant profession with evidence of post qualifying learning and development. • Social Work England registered. • Post graduate qualification in a relevant area or willingness to work towards, e.g. Practice Educator or Best Interests Assessor or Approved Mental Health Professional.	E
Knowledge and Experience:	
<i>Candidates must have substantial knowledge and experience in the following areas of business and will be required to provide evidence of this:</i> • Proven track record of strengths-based social work with adults, including the safeguarding of adults. • Extensive knowledge of health and social care and other relevant legislation policies and guidance. • Evidenced experience of professional and personal development following achievement of professional qualification, likely to be a minimum of 2 years post-qualification. • Evidence of giving informal supervision. • Well-developed interpersonal skills and ability to effectively communicate with people in a variety of ways and levels. • Ability to utilise a range of Microsoft and electronic social care record software. • A self-starter, a well organised person who is passionate about delivery of high quality person-centric services. • Ability to work with others in a developmental way. • Must be able to write clear, complex and accurate reports. • Excellent ICT skills, including use of Microsoft applications and specialist systems. • Some relevant professional experience post qualification in a similar work environment. • Expert knowledge of relevant policy, systems, work practices, professional	E

guidelines and legislation in the area of specialism. • Experience of multi-disciplinary and partnership working and awareness of the issues involved. • Planning and workload management skills. • Experience of giving formal supervision and appraisal. • Proven assessment and investigation skills appropriate to the scope of the role. Ability to carry out complex client assessments. • Experience of using professional knowledge to work within referral systems according to established criteria. • Proven ability to work with challenging client groups and situations. • Excellent interpersonal and communication skills. • Proven ability to deliver training. • Accurate record keeping and report writing. • Good presentational skills. • Knowledge of financial assessment processes. • You must be fluent in the English language (as a requirement of Part 7 of the Immigration Act - for the effective performance of a client-facing role).	
Aptitudes, Skills and Competencies:	
<u>Contacts and Relationships</u> <i>(how the role relates to the work of others i.e. officers, groups, committees, general public, members, partner organisations, internal and external contacts of the council)</i> • Providing more specialist / professional advice and guidance where the situation and outcome are not straightforward or well established. Liaise with professional colleagues, providers and external agencies to gather and exchange information and to co-ordinate actions and interventions where required. • Involves supporting or guiding colleagues / people / stakeholders on issues relevant to the service area. • Deal with people at all levels confidently, sensitively and diplomatically. • Be the first point of contact on a range of queries from internal / external people; will be dealing with challenging situations where influence could be required. • Support parents or carers regarding development issues, including complex problems. • Contacts will include: colleagues, senior managers, partners, people, members of the public, and stakeholders.	E

Special Conditions of Recruitment:	
<i>This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via the Disclosure and Barring Service (DBS).</i>	E

Other Key Features of the role

It should be noted that the duties and tasks associate with this post may change from time to time without altering their general character or the level of responsibility entailed. The above duties and activities associated with this job are neither exclusive nor exhaustive and the job holder may be called upon to carry out other such appropriate duties as may be required within the grading level of the job.

