



Social Care Associate Practitioner (SCAP)

Salary: Band: 7 - £32,061 - £36,363 per annum

37 hours per week:

Office attendance is required minimum 3-days a week for full time staff, this remains flexible, subject to business needs

Location: Portsmouth Carers Service

Portsmouth City Council is committed to safeguarding and promoting the welfare of 'adults at risk' and expects all staff and volunteers to share this commitment. Every post is subject to PCC and Portsmouth Safeguarding Adults Board safer recruitment procedures.

This role requires a Disclosure and Barring Service (DBS) check at Standard/Enhanced level which will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

The Service

As a directorate we take pride in our work by valuing others, focusing on what is important so that we make a real and positive difference. Our ambition is to promote health and wellbeing for all, helping people to build on their strengths through advice, support and care, enabling them to feel safe and able to contribute to their communities.

The Portsmouth City Council Carers Service is part of Adult Social Care and provides support to carers who look after someone in an unpaid capacity where that person couldn't cope without the support. We support carers to care in a way that they choose through things such as help to get a break, information and advice, emotional support and emergency planning.

We are a prevention and early intervention service, helping carers to live as independently as possible and prevent crisis.

The Service also works with partners across the city from the statutory, community and private sectors to improve the identification of and support for carers regardless of what services they are interacting with.

What is the role?

This is a key role within the Adult Social Care Directorate, which is responsible for delivering a range of support to adults who have care and support needs, their families and carers - both formal and informal.

The role includes assessing people's needs using a strength based and preventative approach. Working with people to ensure that their social care needs are met and their wellbeing is maintained.

The protection and safeguarding of adults with care and support needs is also an integral part of the role, requiring commitment to making safeguarding personal.

The post holder will assess and review the needs of adults with care and support needs, and carers, in line with the requirements of Part 1 of the Care Act 2014. This may be as the lead or in collaboration with the carers service. You will undertake support planning, coordinate resources, and provide interventions and negotiate using a strengths-based approach, including carrying out mental capacity assessments and making best interest decisions where appropriate. The role will provide information, advice, guidance and practical support to help prevent, reduce or delay the need for care and support. Identifying and reporting safeguarding concerns, undertaking safeguarding enquiries and developing safeguarding plans where required. You will assist with contributing to team and service development through team planning, maintain accurate records in line with policies and data protection requirements, and participate in individual and peer supervision and training and continuous professional development. You will support the monitoring and evaluation of service performance, act on customer feedback to improve service delivery, and undertake direct work with individuals, families and groups alongside other teams and services. You will carry out additional duties commensurate with the role as directed by management and comply with all relevant Health and Safety policies and responsibilities.

In addition, you will be expected to work in a flexible way to meet the needs of the service, which may on occasion include working outside of the services core hours or from a different location.

Who is the person?

You need:

1. Experience of working with adults with care and support needs, their families and carers.
2. Level 3 to 4 qualification (BTEC, NVQ or equivalent) in a relevant field or be able to demonstrate high levels of transferable knowledge/skills.
3. Experience of report writing and using digital systems to record information.
4. Experience of identifying risks and developing plans to effectively manage risks.
5. Experience of collaborative or multi-disciplinary/multi-agency working.
6. Knowledge of the relevant statutory framework applicable to social care, including Care Act 2014, Mental Capacity Act 2005, Mental Health Act 1983 (this list is not exhaustive).
7. An understanding of strengths based and person-centred practice and the ability to apply this in practice.
8. An understanding of the role of prevention and the ability to apply this to social care practice.
9. An understanding of the key principles of safeguarding and the ability to identify and analyse risks and develop plans that uphold the values of making safeguarding personal, including where people lack capacity to make decisions for themselves.
10. The ability to develop and progress care and support plans for people with care and support needs and their carers.
11. The ability to work autonomously and manage own workload efficiently, including making and communicating timely decisions.

12. The ability to communicate clearly to a variety of audiences in writing and orally in various settings. The ability to converse at ease with customers and provide advice in accurate spoken English is essential for this post.
13. Be self-motivated and resilient with the ability to positively promote the work of social care and act in a public relations capacity.
14. The ability to understand and use data to inform practice and decision making, including the use of digital technologies.
15. An understanding of and commitment to Equality, Diversity and Inclusion and the ability to challenge discrimination and uphold people's human rights.

You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it.

General Data Protection Regulation (GDPR)

Portsmouth City Council is the Data Controller of any personal information you provide when applying for a job. It will only be used in connection with the recruitment process and will not be kept for longer than necessary. For more detailed information you can access the Data Protection Privacy Notice on our [careers portal](#).