

Job Description and Person Specification

Social Worker

**Children's and Adults Services (AMHP
Trainee)**

A Lambeth to be proud of



Job Title: Social Worker – Children’s and Adults Services (AMHP Trainee)

Department: Children, Families and Education

Division: Children’s Social Care

Business Unit: Emergency Duty Team

Grade: PO4

Reports To: Team Manager

Responsible For: N/a

Job Purpose

This is a permanent post within EDT as a Children’s and Adult’s qualified social worker, with the opportunity to develop your knowledge, skills and experience in relation to mental health work in respect of children and adults, to progress to an Approved Mental Health Professional (AMHP) following successful completion of the AMHP training.

To work as a qualified Social Worker across Children’s and Adults Services, undertaking statutory duties in line with legislation, policy, and professional standards.

This would include as part of the career development, opportunities to shadow and work alongside experienced AMHP colleagues in gaining mental health experience to support further progression to undertake the AMHP training.

AMHP Training opportunities/Career progression:

1. This is an excellent opportunity for a children and adult social worker to work in EDT with the opportunity to train as an AMHP.
2. This role will support you to undertake and fully engage with the Approved Mental Health Professional (AMHP) training programme, having been supported in building and developing your mental health skills, knowledge and experience with children’s and adults.
3. You will be supported to successfully complete all academic and practice components required for qualification.
4. Upon qualification you will use the training and experience acquired to apply for your AMHP warrant to be able to undertake;
 - Mental Health Act assessments and related statutory functions, in respect of vulnerable children and adults.
 - Undertake AMHP work and meet warranting requirements.

5. Apply complex legal frameworks and professional judgement in high-risk and urgent situations.
6. Commence and fully engage with AMHP training within **12–18 months** of appointment.
7. Maintain AMHP competency once qualified through supervision, mandatory training, CPD, and regular practice.
8. Attend training across Lambeth Council and South London and Maudsley (SLaM) as agreed.
9. Following successful completion of the AMHP training, the local authority would expect the applicant to work for the council for at least two years.

Context of the Role:

10. The post holder will be responsible for initially undertaking all children's and adults' referrals, including short-term assessment work.
11. The role includes rota-based working across evenings, weekends, and Bank Holidays.
12. The post holder will operate in high-risk, complex, and time-critical situations involving vulnerable children, adults, and families.

Responsibilities:

13. Undertake statutory social work duties with children, adults, and families including assessment, intervention, planning, and review.
14. Ensure safeguarding of children and adults is fully embedded in practice, responding appropriately in line with local safeguarding procedures.
15. Work jointly with Children's and Families and Adult Social Care teams as required, including contributing to and leading Team Around the Child (TAC) processes when necessary.
16. Carry out high-quality assessments and service user reviews within required timescales, reflecting individual needs and desired outcomes.
17. Act as Investigating Officer in designated safeguarding cases, ensuring safeguarding processes are properly concluded.
18. Maintain accurate, timely, and high-quality case records in accordance with organisational policy.
19. Promote prevention, personalisation, enablement, and community-based support to enhance service user wellbeing.
20. Promote self-directed support and support service users and carers to make informed choices about personal budgets.

21. Be aware of and respond appropriately to issues including domestic abuse, MARAC processes, IDVA pathways, human trafficking, forced marriage, and domestic homicide reviews.
22. Produce high-quality reports and correspondence for a range of audiences including courts, conferences, partner agencies, and service users.
23. Ensure service users are aware of their rights, including access to records and complaints procedures.
24. Develop and maintain effective working relationships with partner agencies.
25. Take responsibility for personal and colleague safety, including lone-working risk management.

PERSON SPECIFICATION

It is essential that in you can meet the following requirements for the role and be able to give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A). You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted. If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with “Ticks” (✓) on the person specification when you complete the application form.			Shortlisting Criteria
<i>For link/career graded post, please mark knowledge, experience, and behaviours clearly for each grade.</i>			
Qualification	Q1	Degree in Social Work. Registered with Social Work England.	A✓
Key Knowledge	K1	Willingness and eligibility to undertake AMHP post-qualifying training.	A✓
	K2	Knowledge of legislation affecting people with no recourse to public funds.	A✓
	K3	Knowledge of child protection policy, procedures, and practice.	A✓
	K4	Knowledge of equalities, diversity, and issues affecting minority and marginalised communities.	A✓
	K5	Knowledge of identifying and manage risk robustly.	
Relevant Experience	E1	Minimum 3 years post-qualifying experience in statutory children’s, adults’, or mental health services.	A✓
	E2	Strong assessment, analytical, and decision-making skills.	A✓
	E3	Ability to work effectively under pressure in high-risk environments	A✓
	E4	Ability to manage competing priorities independently.	A✓
	E5	Ability to produce clear, professional records and reports electronically.	A✓
Core Values and Behaviours		Focuses on People is about considering the people who our work affects, internally and externally. It’s about treating people fairly and improving the lives of those we impact. Put people at the heart of our work, after all that’s our business. It’s about making our processes fit people. Ensuring anyone who calls me receives the best response that can be given even if it is not my area of work	

		• Being approachable and positive for my area of work and other services • Showing empathy to help people inside the council as well as outside	
		Takes Ownership is about being proactive and owning our personal objectives. It's about seizing opportunities, driving excellence, engaging with the council's objectives, and furthering our professional development. • Taking ownership of my task, breaking it down, engaging with persons involved, and reflecting if there is a more efficient way of achieving it • Actively engaging in one-to-ones, appraisal process and team meetings • Take opportunities to learn new skills and develop ourselves	
		Communicates Effectively is about how we talk, write and engage with others. It's about using simple, clear, and open language to establish positive relationships with others. It's also about how you listen and make yourself open to conversation.	
		Works Collaboratively is about helping each other, developing relationships, and understanding other people's roles. It's about working together with colleagues, partners, and customers to earn their respect, and get the best results. • Finding out what other colleagues do and working closely with them • Networking with other teams to seek out mutually beneficial ways of working • Being a good team player and stepping in to assist manager or colleagues during absences	
		• Listening for information from my manager and the council that can impact on your work • Sharing and passing vital and new information and reflecting back understanding • Targeting the message to the audience, ensuring that everyone can access the information.	
		Focuses on Results is about ambition and achievement. It's about making sure we are working	

		towards the end product and considering the effect of our service. It's about making the right impact, having the right result and changing things for the better • Working with my manager to develop my skills and knowledge • Looking for opportunities to move forward • Getting my work done to the best of my ability with the resources and finances we have	
Other		Displays capability across the range of domains of the Social Work professional Capabilities Framework and/or the relevant Knowledge and Skills Statements	