

Grading

Job Description and Employee Specification

<u>Job title:</u> Cuckooing and Exploitation Intervention worker (Adults)	<u>Service area:</u> Adults and Health
<u>Post number:</u>	<u>Division:</u> Safeguarding and Assurance
<u>Grade:</u> 6	<u>Section/team:</u> Safeguarding Adults Team
<u>Overall purpose of job:</u> To support, and provide a range of interventions, to vulnerable adults who are a victim of cuckooing and exploitation.	
Post holders will be expected to be flexible in undertaking the duties and responsibilities attached to their post and may be asked to perform other duties, which reasonably correspond to the general character of the post and are commensurate with its level of responsibility.	
<u>Main responsibilities:</u> 1. Offer advice, guidance and support to adults with regards to Cuckooing and Exploitation and support the transition of vulnerable adults into universal services and other adult services. 2. Develop & delivers co-ordinated strengths-based outcome focussed interventions, procuring support packages if appropriate. 3. Work closely with partners to ensure appropriate referrals are being made to the National Referral Mechanism. 4. Attend multi-disciplinary meetings and support social workers when undertaking s42 enquires. 5. Undertake a range of risk assessments to identify support. 6. Complete appropriate safety planning with the victim 7. Complete direct work with the victim 8. Complete Care Act assessments and commission services (where appropriate) 9. Undertake Mental Capacity assessments and make decisions in the victims' best interests (where appropriate) 10. Working with partners to support the disruption of cuckooing and exploitation	

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Knowledge, skills and experience:

Level 3 qualification in Health & Social Care or equivalent knowledge skills and experience with a willingness to undertake the formal qualification.

Ability to support people, and their circle of support, to assess their own needs and aspirations in a way that is enabling and empowering and in line with common tasks and responsibilities.

A good understanding of the challenges and needs of people, carers and families and the ability to support them.

Ability to work in partnership with statutory, private and VCSE - local and regional organisations.

Knowledge of national policies, procedures and processes in relation to the Care Act 2014, Mental Capacity Act 2005 and Deprivation of Liberty Safeguards.

Knowledge and understanding of Adult Safeguarding and the categories of abuse.
Good negotiation, liaising and networking skills.

Ability to work on own initiative and as a team player.
Good communication skills with the ability to communicate effectively both verbally and in writing.

Ability to effectively plan, prioritise and evaluate own workload

Ability to use IT systems eg databases, word, email etc

Resilient and tenacious

Flexible

Ability to transport self around North Lincolnshire in a timely manner.

Creativity and innovation:

To collaborate creatively with individuals and their support networks to design and deliver care that is person-led, adaptable to changing needs, and focused on achieving clearly defined, meaningful outcomes

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Find innovative solutions that resolve issues and concerns around the person's care and support needs.

Develop safeguarding plans in collaboration with adults and their families and partner agencies.

To work in partnership with key stakeholders to implement preventative support within the community.

Promote and inspire services to meet the identified needs of people in North Lincolnshire, focusing on person-centred care and facilitate this at every opportunity.

Contacts and relationships:

Daily contacts

People – agreeing, implementing and reviewing individual support plans and acting as a designated worker for people.

Circle of support – supporting, empowering and agreeing and implementing individual support plans.

Health colleagues and other stakeholders – when joint working and ensuring seamless support for people whose needs may be changing and on matters of safeguarding and quality of care.

Colleagues across the service – maintenance of support networks on matter of safeguarding and quality of care.

Members of the public – signposting and provision of information.

Statutory, private and VCSE sector organisations – representing individuals in North Lincolnshire e.g. benefits, housing etc

Decision making:

Make decisions in partnership with people on matters affecting their lives.

Contributes to the routine day to day decisions within the team seeking guidance and assistance if necessary.

With guidance and direction make decisions on eligibility and thresholds through the application of the appropriate legislation and criteria.

Re-evaluate and prioritise caseloads and other work commitments, giving due regard to the needs and vulnerability of people.

Whilst recognising the importance and accountability of procedural compliance and decision making, take responsibility for deciding when to refer to managers when additional support and guidance is required.

To take responsibility for personal safety, giving regard to that of colleagues and working environments, reporting any concerns regarding health and safety.

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Responsibility for resources:

Responsible for laptop and mobile phone with a combined value of £850. Working away from the office base up to 50% of working hours.

WORK ENVIRONMENT

Work demands:

The nature of the work involves interruptions to tasks and changing priorities.

Managing time and caseload effectively.

Constant changes to individuals support plans due to change of circumstances and emerging issues which require an immediate response.

Due to the nature of the role some flexibility is required.

Physical demands:

Normal physical effort required.

Working conditions:

Work will mainly be carried out in an office environment and people's home addresses across North Lincolnshire.

The conditions in person's home may at times be disagreeable.

Both agile and hybrid working is supported across the service with a requirement to attend the office base as requested.

Work context:

The post holder will undertake lone working and must adhere to the appropriate policies and procedures.

Some risk associated with home visits.

The post holder will visit people and carers in their own homes, and these will include new and unknown referrals.

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Position in organisation:

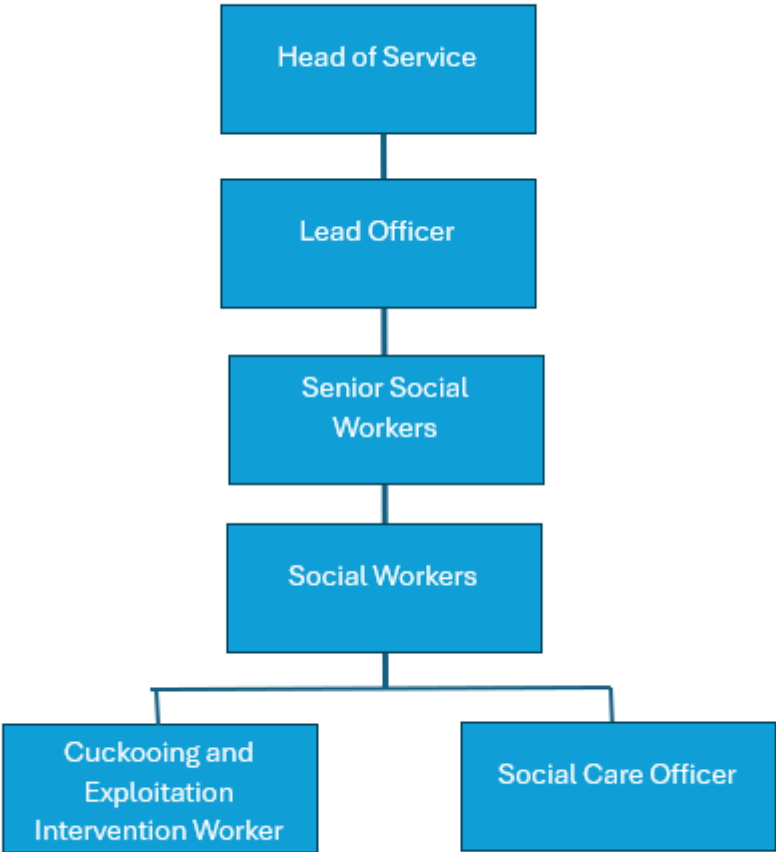
Indicate how many staff the post is directly accountable for: 0

Are posts in more than one location? **No**
Is this at the same site? **No**
Are the posts managed highly mobile? **No**

Is the supervision/management shared with another post in the structure?
No

Please indicate which post(s)

You must provide an organisation chart that shows where the job sits within the structure. This should be a simple diagram but with enough detail to put the job into context, i.e. the post holder may manage different groups of staff undertaking different tasks. The chart must show the job in question, the job to which it reports, those jobs which report alongside it and subordinate posts.



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Job Description Version Control	
Date evaluated	
Date updated	
Updated by (manager name)	
Checked by (HR name)	

ESSENTIAL CRITERIA	ASSESSED THROUGH:
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Knowledge, Skills and Experience	Application form (follow up at interview)
• Experience of working with adults in a social services or health setting. • Ability to support people, and their circle of support, to assess their own needs and aspirations in a way that is enabling and empowering and in line with common tasks and responsibilities. • Knowledge of national policies, procedures and processes in relation to Mental Capacity Act, Deprivation of Liberty Safeguards and Safeguarding Vulnerable Adults. • Knowledge and understanding of national agendas e.g. Personalisation and person-centred support. • A good understanding of the challenges and needs of people, carers and families and the ability to support them. • Ability to work in partnership with statutory, private and VCSE, local and regional organisations. • Good communication skills with the ability to communicate effectively both verbally and in writing. • Ability to effectively plan, prioritise and evaluate own workload • Ability to use IT systems eg databases, word, email etc • Good negotiation, liaising and networking skills. • Understanding of confidentiality and GDPR	
Education, Training and Qualifications	Original documents
• Level 3 qualification in Health & Social Care or equivalent knowledge skills and experience with a willingness to undertake the formal qualification	
Working Arrangements	Interview
• Ability to transport self around the North Lincolnshire area in a timely manner.	

DESIRABLE CRITERIA	ASSESSED THROUGH:
Knowledge, Skills and Experience	Application form (follow up at interview)
• Experience of partnership working • Experience of multi-disciplinary working • Good I.T skills and ability to use IT systems in relation to electronic record keeping, correspondence and other related tasks. • Experience of working with individuals with substance misuse and/or mental health needs.	
Education, Training and Qualifications	Original documents
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Working Arrangements	Interview
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THE POST IS SUBJECT TO:

Disclosure of convictions under the Rehabilitation of Offenders (Exemption) Act 1974

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Yes	☒	No	☐
Political restriction			
Yes	☐	☒ No	☐
The ability to speak fluent English under the Immigration Act 2016			
Yes	☐	No	☒ ☐

• Version Control	
Author	HR Policy Team
Status	V0.1
Date approved	19 September 2012
Last updated	14 April 2025