



Job Description

This job description has been designed to indicate the general nature and level of work required of the post to indicate the level of responsibility. It is not a comprehensive or exhaustive list, and the line manager may vary duties from time to time which do not change the general character of the job, or the level of responsibility entailed.

Post Details	
Job Title	Social Care Practitioner - PACT
Job Reference	
Service	Adult Social Care – Adult Safeguarding
Team	PACT
Location	Shute End/Hybrid Working
Reports to	Senior Social Worker / Occupational Therapist – PACT
Responsible for	None
Grade	6
Contract Type	Permanent, Full Time
Hours	Full time, 37 hours per week

Main Accountabilities	
1.	Work directly with adults and young people in transition who may be experiencing hoarding, self-neglect, exploitation or barriers to engagement, using a strengths-based and trauma-informed approach to promote wellbeing, independence and safety.
2.	Promote individual choice, control and positive risk-taking, ensuring communication needs, cultural backgrounds and personal aspirations are understood and reflected in planning and interventions.
3.	Build and maintain positive and trusting relationships with individuals and their families, carers and support networks, encouraging engagement with support and promoting sustainable outcomes.
4.	Undertake proportionate assessments, reviews and direct work in line with legislation under the supervision of a registered practitioner. Gathering information about strengths, risks, wishes and outcomes to inform support planning.
5.	Connect individuals to appropriate services, benefits, community resources and technology-enabled care solutions where these may enhance independence or reduce risks.





6.	Facilitate the implementation of prevention and early intervention plans that reduce, delay or prevent the development of Care Act eligible needs and improve an individual's ability to remain safe within their community.
7.	To provide practical and motivational support through regular 1:1 interventions, including acting as a "declutter buddy" where appropriate, offering encouragement, problem-solving and hands-on assistance to support incremental change.
8.	Work in partnership with registered practitioners to identify and manage risks associated with hoarding, self-neglect, exploitation and safeguarding concerns, completing risk assessments and risk management plans.
9.	To identify and respond to safeguarding concerns, including participating in Section 42 enquiries and safeguarding planning in line with local safeguarding procedures and Making Safeguarding Personal principles.
10.	Work collaboratively with colleagues and partner agencies, including housing, health services, community safety, education, voluntary organisations and safeguarding partners, to coordinate person-centred support
11.	To maintain continuous professional development, particularly in relation to hoarding, self-neglect, trauma-informed practice and safeguarding, and to apply learning to practice improving outcomes for individuals.
12.	Maintain accurate, timely and high-quality recording, ensuring statutory, organisational and GDPR requirements are met and complex information is clearly analysed and presented.
13.	Maintain awareness of the wider organisational context to support balanced, values led decision making that promotes stability, transparency and positive outcomes.
14.	Work flexibly across Adult Social Care, contributing collaboratively to promote shared purpose, stability and consistent, person-centred practice.

Person Specification	Essential	Desirable
Education/Qualifications	GCSE Maths and English or equivalent	
		Social Care qualification
	Full EU driving licence (and access to daily use of a car)	
Experience	Experience of working in a health or social care setting/ or in a customer facing role.	Experience of having worked with people who require different approaches to engagement and able to





		demonstrate having delivered effective outcomes in this respect.
	Experience of working with vulnerable adults	
Skills/Knowledge	Applied knowledge of confidentiality and data protection legislation.	Understanding of hoarding and self-neglect.
	Working knowledge of key legislation and guidance that relates to the provision of adult social care.	Understanding of how trauma impacts people and exploitation indicators.
	Awareness of the principles of safeguarding.	
	Be able to communicate and work with people at a range of levels, across a range of situations and settings.	
Behaviours/Attributes/Technical Skills	Competent level of IT skills and ability to learn and use adult social care recording system.	Persistence and patience—willingness to stay alongside people who progress slowly or inconsistently.
	A commitment to relational work, Trauma Informed Practice and a desire to work creatively in a Strengths Based manner.	
	Excellent verbal and written communication skills- including ability to engage with individuals with a diverse range of communication needs.	
	Ability to work under pressure and maintain professional composure.	
	Willingness to undertake continuous professional development	





Service Purpose	The PACT Team works with people who have Care Act–eligible needs, or who may be at risk of requiring Care Act support without early relational intervention. The team supports individuals who are not currently engaged with services and who may have found traditional models of support difficult to access or sustain. This includes young people meeting Transitional Safeguarding thresholds, and people whose circumstances may feel chaotic, where there is risk or experience of exploitation, and where relational, persistent support can prevent, reduce or delay the development of Care Act needs. The team also works with individuals for whom hoarding and self-neglect presents significant risks and where coordinated, multi-agency intervention is required to promote safety, wellbeing and positive change.
Role Purpose	The Social Care Practitioner will work within the PACT Team to provide relationship-based, trauma-informed and strengths-based support to adults and young people in transition who may be experiencing hoarding behaviours, self-neglect, exploitation, social isolation or other complex life circumstances. Working under the supervision of a registered practitioner, the post holder will build trusting relationships with individuals who may be reluctant to engage with traditional services, supporting them to identify their strengths, achieve personal outcomes and increase their independence, wellbeing and safety. The role involves undertaking direct work, contributing to assessments and support planning, coordinating preventative interventions, and supporting individuals to access community resources and services. The post holder will contribute to risk management and safeguarding activity, working collaboratively with partner agencies to help prevent, reduce or delay the need for more intensive statutory intervention.

Supervision and Relationships	
Supervision Received	4-6 weekly from Senior Practitioner- PACT
Supervision Given	None
Contacts	Members of the community, Team members, other council services, Voluntary Sector, Care Providers, Commissioning teams, Colleagues in Health, Police staff, Finance colleagues and Senior Management

Resources/Budget Management	
No direct responsibility for budget but contributes to meeting assessed needs of individuals in the most cost-effective manner.	





Special Requirements

- Ability to be able to travel and work in a variety of locations as required
- Required to make home/hospital visits

Enhanced DBS required with a check of the barring list

Occupational Health Risk Assessment	Details
Skin/Respiratory Sensitisers	<N>
Working at Height	<N>
Exposure to Noise (>80-85dB)	<N>
Confined Spaces	<N>
Frequent Display Screen Equipment Use	<Y>
Driving for Work	<Y>
Hand Arm Vibration	<N>
Lone Working	<Y>
Healthcare/Social Contact with Patients	<Y>
Blood Borne Viruses Exposure	<N>
Food Handling	<N>
Working with Animals	<N>
Specialised Medical Screening	<N>
Night Working	<N>
Safety Critical Work	<N>

Nature of the Role	Details
Healthcare or Hospital Work	<N>
Working with Children (under 18)	<Y>
Working with Elderly/Vulnerable Adults	<Y>
Work Environment Details	Shute End/Hybrid Working

Role Involvement	Details
Working with Children	<Y>





WOKINGHAM
BOROUGH COUNCIL

Working with Vulnerable Adults	<Y>
Both of the Above	<Y>
Providing Care/Supervision for Children	<N>
Providing Care/Supervision for Vulnerable Adults	<N>
Both of the Above	<N>
None of the Above	N

Disclosure and Barring Service (DBS)		Details
DBS Requirement		Enhanced Children's & Adults
Eligibility Tool		Find out which DBS check is right for your employee - GOV.UK (Find out which DBS check is right for your employee - GOV.UK)

Re-checks
<Details of required regular checks in line with regulations.>

Evaluation Declaration	
Date of Evaluation:	Oct 2026
Evaluated by:	HR Team

