

## Social Care in Prisons Development Manager

Salary: c£50K

Fixed term contract or secondment opportunity for 18 months

We would also welcome applications from social work academics

An exciting opportunity to lead the development of models of health and social care integration in prisons

Dear candidate

Thank you for your interest in this post.

There has been a marked increase in the number of older people in custody in recent years, resulting in significant challenges in providing appropriate personal and social care for them. The issue was highlighted by the Health and Sport Committee on Prisoner Healthcare in May 2017 and HM Inspectorate of Prisons Scotland (HMIPS)'s report *'Who Cares? The Lived Experience of Older Prisoners in Scotland's Prisons'* in July 2017.

In response to these challenges the Scottish Government has established a Programme Board for Health and Social Care in Prisons comprising a number of workstreams one of which is chaired by the Chief Social Work Advisor to lead on the development of health and social care integration in prisons. This post is being funded within Social Work Scotland to develop robust models for health and social care integration in prisons, underpinned by the appropriate legal, financial and organisational structures. The post holder will also have the opportunity to support prisons and partnerships test out models that have been developed.

Social Work Scotland is already working with a team of researchers and academics from the University of Dundee to examine existing practice and identify learning from the literature as a basis for the successful post holder to develop the new model(s).

To apply for this post, please submit a covering letter, detailing the skills and experience which make you suitable for the post and provide a copy of your CV. For an informal discussion about the role, please contact Andrew Gillies, Head of Social Work Strategy and Development, Social Work Scotland.

Please find included in this pack:

1. Summary information, including the application process and contact details
2. Job description
3. Person specification
4. Core competencies
5. Information about Social Work Scotland

Please send completed applications to [admin@socialworkscotland.org](mailto:admin@socialworkscotland.org) by 12 pm on 25<sup>th</sup> May.

I look forward to hearing from you.

Jane Devine  
Director  
Social Work Scotland

## 1 SUMMARY INFORMATION

Head of social work strategy and development	
Employer	Social Work Scotland
Work base	Edinburgh/Flexible working arrangements can be agreed
Work location	Social Work Scotland, 4 <sup>th</sup> Floor, Hayweight House, 23 Lauriston Street, Edinburgh, EH3 9DQ
Salary	Circa £50k
Position type	Full time
Contract type	Fixed term or secondment or a contract with a team
Hours per week	37
Application process	<p>Application is by covering letter (limited to 2 pages) and CV (CV limited to two pages)</p> <p>For informal discussions in the first instance, please contact Andrew Gillies, Head of Social Work Strategy and Development, Social Work Scotland.</p> <p>Please submit completed applications as one file saved with your name as the title and send to <a href="mailto:admin@socialworkscotland.org">admin@socialworkscotland.org</a></p>
Contact information	Andrew Gillies <a href="mailto:Andrew.gillies@socialworkscotland.org">Andrew.gillies@socialworkscotland.org</a>
Position start date	As soon as possible following an offer of the post
Position closing date	Friday 25 <sup>th</sup> May 2018 12pm
Interview date	Wednesday 6 <sup>th</sup> June 2018

## 2 JOB DESCRIPTION

The principal task of the postholder will be to work collaboratively to develop a model or models for the delivery of social care in prisons in line with the principles of health and social care integration.

To achieve this the post will

- Work from the research and evaluation of current practice, and literature to develop an evidenced based approach to the delivery of social care in prisons.
- Engage and work in partnership with senior leaders within the Scottish Prison Service, private prison establishments, local authorities, integrated joint boards, provider organisations, Scottish Government and commissioners to ensure the interests and views of all stakeholders are considered in the development of model or models.
- Engage, as appropriate, with people in prison to ensure the needs of individuals are at the centre of the new model(s) developed.
- Design methods for testing and evaluating new models.
- Develop and deliver a project plan which identifies clear and measurable outcomes.
- Develop reports for the Health and Social Care Integration Workstream to consider.
- Work with the Social Work Scotland Adult Social Care, Justice and Chief Social Work Officer Committee to develop the model(s).

### 3 PERSON SPECIFICATION

As an experienced, qualified social worker, you will have significant management experience in the development and delivery of services that meet the needs of individuals in a personalised way.

A passionate professional, you must be both credible and able to take on a national agenda.

You must be confident at dealing with high profile issues and be able to demonstrate a keen understanding of the opportunities afforded by health and social care integration. You will have a thorough awareness of the needs of prisoners and the values and strategic priorities of the Scottish Prison Service.

You will

- Have extensive management experience at a senior level in adult social care and/or justice social work;
- Have a robust working knowledge of health and social care integration, criminal justice social work and associated legislation;
- Have the experience and skills to communicate, influence and collaborate at a senior and national level;
- Be highly skilled at writing and communicating in a clear and accessible way;
- Be able to work independently and creatively;
- Be able to project manage this complex piece of work, ensuring deadlines are met and activities delivered;
- Be confident in promoting and articulating social work values;
- Be a qualified social worker, registered with the SSSC

#### 4 ABOUT SOCIAL WORK SCOTLAND

Social Work Scotland is the professional leadership body for the social work and social care workforce. It is a membership body with members coming from across all sectors: public, private and voluntary. Social Work Scotland functions to promote and support the development of social work and social care and to influence and advice on policy and legislation.

##### Our vision:

Our vision is of a social work profession across Scotland which is led effectively and creatively; is responsive to the needs of the people we support and protect; is accessible and accountable; and promotes social justice.

##### Our values:

Our values are based on professional leadership to achieve social justice and public protection. We value each person we support as an individual, without judgement; we celebrate and actively promote the unique contribution and role of professional social work; we embrace change and encourage collaborative and integrated arrangements to deliver better outcomes for people; and we support and create opportunities for those within and those supporting the profession of social work in order that we can develop effective and creative leaders for the future.

##### Our objectives:

- Influence and shape legislation and policy relating to social work and social care.
- Promote the unique role, value and contribution of social work and social care.
- Champion research and evidence informed approaches in our work.
- Provide professional leadership and increase leadership capacity across social work and social care.
- Support and encourage workforce development (with a focus on celebrating success, promoting standards, achieving practice improvement and demonstrating continuous learning).
- Recognise the value of continuous improvement through self-evaluation and performance improvement activities.

As a professional body our members have a key role and to support them to deliver the objectives of the organisation across the range of social work services, we operate a complex system of committees, sub groups and practice networks. We also host the Chief Social Work Officers committee.

##### Our team:

We have a small core team, made up of the Director, the Administration and Finance Officer, the Head of Social Work Strategy and Development, and a Communications and Engagement Officer.

We operate a system whereby we bring in expertise on short term contracts or on secondment to focus on particular high profile pieces of work. As of 1 April the team will comprise of:

- Children and families policy lead
- Justice policy lead
- Researchers working in the areas of self-directed support and health and social care in prisons
- A Researcher working on SDS
- A team of social workers and police officers working on joint investigative interviews

We also sponsor a PhD student at the University of Stirling.