

# LEARNING DISABILITY

Part of Adult Care and  
Community Wellbeing



THIS IS WHAT  
**BETTER**  
LOOKS LIKE

Lincolnshire County Council is an organisation that is ambitious, people focussed and aiming for excellence. Our Vision is:

WORKING FOR  
**A BETTER**  
FUTURE

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We'll do this by building on our strengths, protecting your lifestyle and being ambitious for the future.

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We are an equal opportunities employer and aim to ensure employees and job applicants are treated fairly

# What is Adult Care and Community Wellbeing?

Our vision is quite simple.

**For people to stay as healthy, safe and independent as possible during all stages of their lives.**

We achieve this by working together with our colleagues across the Health and Social Care system to enable people to live life with independence, choice and control in a supportive community.

Old-style social care saw people with problems. Today, we see people with potential, hopes and aspirations. Adult Care is no longer in the business of care management; Adult Care is in the business of people. People have challenges in their lives, but they also have success, strengths, aspirations and goals. The role of Adult Care is to understand who the people we work with are, what is important to them, what they aspire to and what they want to change.

Our role is to build a relationship with people, understand what they wish to achieve and support them to have the best possible outcomes in their lives.

Our involvements aren't about time spent, forms filled, or services commissioned. Our involvements are about making a difference to people's lives by listening, empowering, understanding and working together to help people be active participants in their support.

We know that increasingly resources are limited but operating with a strengths-based approach will help. This approach requires that we listen to and focus on, the assets and strengths of people who come into contact with Adult Care and Community Wellbeing teams. This does not mean that we do not identify and meet needs, but that the person is empowered and supported to identify solutions to meeting them in their own networks.

## Our Objectives



# Our Teams

## Meeting the needs of Lincolnshire

Lincolnshire is a big place and we have teams across the county focused on working with their local communities. We also have teams based in the hospitals. Our teams are close knit groups who help and support each other. They are made up of a range of professional disciplines, each bringing a wealth of skills and experience.

Regardless of the setting, our teams are at the heart of our service. Our staff are supported by colleagues, experienced managers, regular reflective supervision and a practice support network, so you should never feel like you're working alone. We also recognise the importance of flexible working and quality of life, so we'll work with you to help you find your ideal location.

## The Learning Disability Service

LCC Adult Care and Community Wellbeing Learning Disability service provides assessment and support for adults over the age of 18 with a diagnosed learning disability and / or associated physical and / or mental health need. This includes individuals with LD and diagnosed as being on the autistic spectrum, those with complex or multiple needs and individuals with mild LD, who meet the eligibility criteria of the Care Act 2014. LD services provide assessment and support to individuals throughout their adult lives, in a variety of ways, to help maximise independence and achieve identified outcomes. Where possible, supporting independent living via the transforming care agenda

- Providing identified support within their family home with carers
- Providing parents or carers with the opportunity for respite from their caring role
- Ensuring individuals, families and carers have the right support to meet identified need through the minimum of an annual review of support and care packages
- As identified in the Care Act 2019, ensuring individuals have access to independent advocacy when required
- Providing support for individuals to find meaningful daytime activities which could be finding employment, by taking up learning opportunities or through attendance at day opportunity centres.

# LD LOUTH

The Louth LD team operates within and around the beautiful and historic market town of Louth. The town is situated within an Area Of Outstanding Natural Beauty that stretches from the Lincolnshire Wolds to the Lincolnshire Coastal Country Park in the east.

Louth has previously been described as the number one Georgian market town in England, mainly due to the proliferation of listed buildings and independent shops.

The Louth team supports LD people who live in a number of different support situations, including living in their own tenancies, living with family, shared living placements and residential placements.

The team is known for its strong value base and ethics and is welcoming and nurturing. Staff are friendly, supportive and dedicated, and they benefit from an established supervisory and progression structure.

The team is based at Keily House in Louth, but ostensibly works from home. We use MS Teams to maintain contact, support and the team relationships.

Supporting over 300 service users withing the East Lindsey area, the nine staff follow a strengths-based ethos, commissioning support and services to meet unmet needs.



LD

GAINSBOROUGH &  
WEST LINDSAY

We are based in Gainsborough and our district encompasses the market towns of Market Rasen and Caistor as well as many pretty villages across the West Lindsey district. We are based at Marshalls yard which if you like shopping is the place to be. We work a mixture of home and office working which we feel creates a perfect work life balance for our amazing team.

We work with people with learning disabilities, carers and communities. We are a dynamic and supportive team who value our staff and work together to advance the development and careers of our team members.

LD

SLEAFORD &  
SPALDING

We are a friendly, supportive, and proactive team who have a passion for making a difference and providing high quality services to the people who access our team. We strive to empower, inspire, educate, and inform those who we work alongside in our communities.

We have offices based in Sleaford, a thriving hub of wholesale, retail, defence and manufacturing industries and in Spalding, known as the 'heart of the Fens' where its neighbouring wetlands are home to over 170 species of birds in an area of stunning natural beauty; both locations are within walking distance of their respective town centres and near to amazing bakeries and eateries which keep us well-nourished for our busy days.

TEAMWORK

## LD LINCOLN

Based in the beautiful historic city of Lincoln with surrounding countryside and yes, we have hills, the Lincolnshire Wolds are a short drive away.

We work both at home and within a choice of office areas, to give a varied and flexible approach to not only provide office facilities where you need them, but to reduce our carbon footprint.

We are a small team with a wealth of knowledge and experience within health and social care.

We have embraced the use of technology to work alongside the people we support to enable independence, choice, and wellbeing.

We work alongside health colleagues, voluntary sector colleagues and other organisations, to promote joint working and better access for the individual to become less reliant on formal support.

We not only want the people of Lincolnshire who access our service to maintain skills, grow and achieve their aspirations, we want to work together to for us all to achieve.

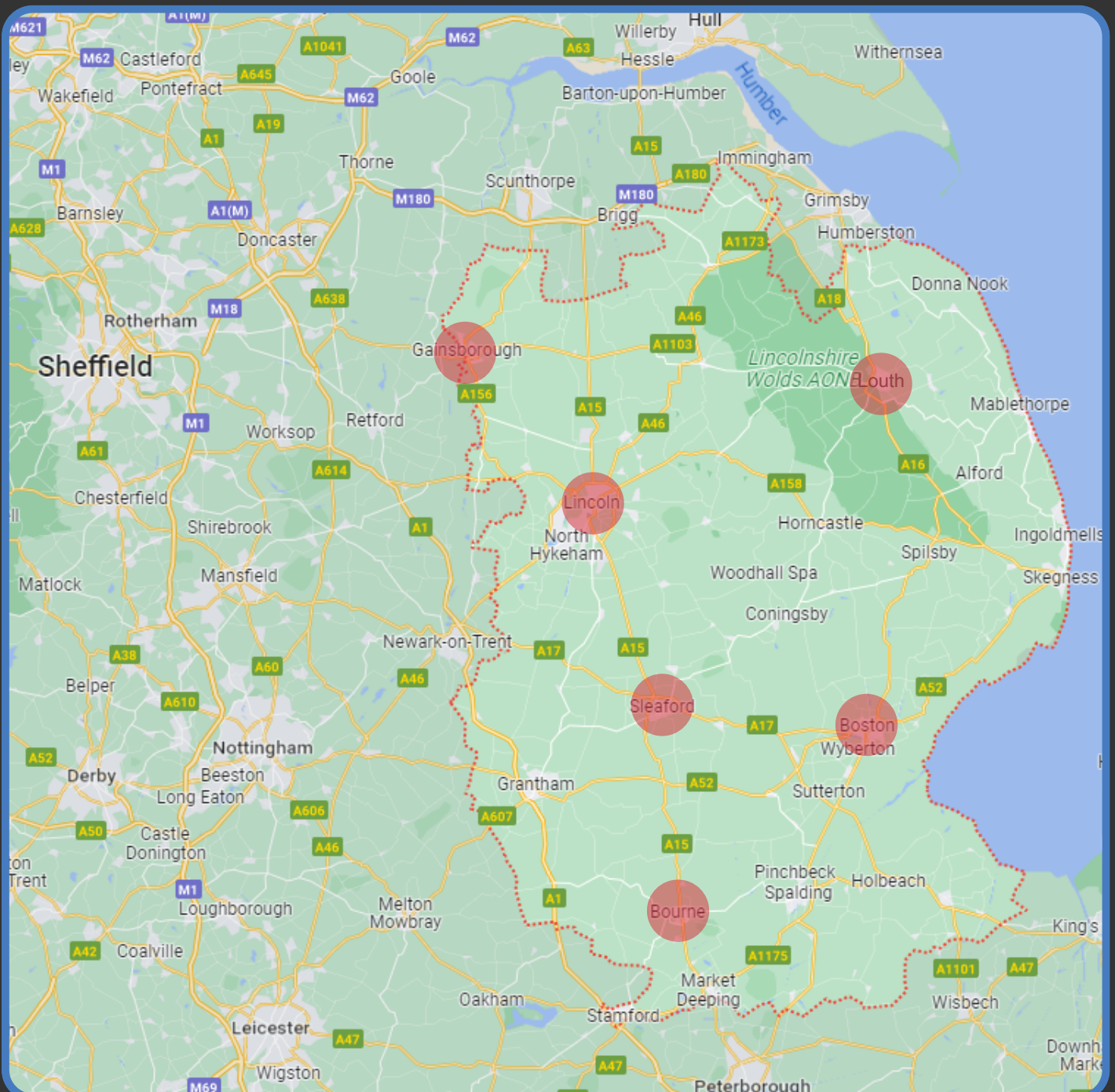
## LD GRANTHAM, STAMFORD & BOURNE

Our office is located in the pretty town centre of Bourne, known for its beautiful parks, woodland areas and flower displays. The office is opposite M&S and Costa Coffee, snacks and caffeine are on the door stop! The team support one another endlessly. Laughter is never far away and the team care for one another. We take pride in our work and support career progression and training opportunities often encouraging new learning at our weekly catch up's.



# LD BOSTON & SKEGNESS

We serve the East Coast from Boston through to Skegness so serving a large geographical area with some areas of high deprivation. We embrace diversity and strive to keep the individual at the centre of everything we do and strongly believe in working together to find solutions. The team is very strong and experienced with a broad spectrum of knowledge that we are always willing to share to support each other, our development as a team and a service and importantly the communities we support.



# Who Works in our Teams

## Working at the heart of our communities

Our teams consist of a variety of professionally qualified and unqualified staff, all of whom bring a unique and varied skill mix to their roles, while working together in a multi-disciplinary setting. This mix ensures our teams are able to respond to a wide range of needs and challenges. With our range of skills and often years of experience, our staff have permission to think outside the box and apply their individual skills to making a difference. Whatever a person's needs, we work in partnership with them to ensure their outcomes are met and their quality of life is maximised. Not only do we work in the heart of our communities, we strive to keep individuals at the heart of their own support.

### Locality Leads

Locality Leads report to Area Managers and provide day to day leadership and management oversight of a specific area to ensure area teams deliver social care practice to the required quality, performance and practice standards. They also lead and develop service delivery in their area, developing and maintaining partnerships in their locality with health, housing, voluntary and independent sector, customers and stakeholders.

### Lead Practitioner

Lead Practitioners provide leadership and support to a front-line team. The Lead Practitioner is your day-to-day line manager overseeing the teams practice, workloads and quality. Lead Practitioners are professionally qualified Social Workers, Occupational Therapists or Nurses.

### Qualified Practitioners

Qualified practitioners work in the Learning Disability teams. They may be qualified Social Workers, Nurses or dual registered. They focus on supporting people with learning disabilities to have independence, improved wellbeing and ultimately control over their lives. They undertake a wide range of assessments and support people to access services, as well as offering information, advice and guidance. You may well be supported by a Qualified Practitioner during your induction.

### Community Care Officers (CCOs)

CCOs are professionals who work within many of our teams, but do not hold a formal qualification. They work with people who may require care and support to identify needs, strengths and outcomes and provide a range of services to support people to manage their needs and maximise their independence. CCOs often support Social Workers or Occupational Therapists in a variety of complex cases or multi-disciplinary situations.

## What our staff say



In 2015 I completed my BSc Hons Social Work degree at the University of Lincoln and in 2016 undertook my first placement within an Adult Care Hospital Social Work Team at Lincolnshire County Council, which I immediately fell in love with. I particularly liked the pace and the job satisfaction, knowing I had managed to support someone in returning home safe and well with a package of care gave me an immense sense of pride. I was hooked; I knew I had chosen the right vocation for me and was happy I could continue my career as a qualified Social Worker with Lincolnshire County Council.

Throughout my time with the team at Lincolnshire County Council I have always felt fully supported and encouraged to continue to develop, successfully completing my ASYE in my first year.

Since then, I progressed to a level 2 Social Worker, in less than 3 years and was given continuing opportunities for further development. I have also witnessed two colleagues progress within their careers, from Community Care Officers, through a Social Work Degree with the University of Lincoln, to fully qualified Social Workers within the team, all encouraged and supported by LCC.

Whilst my greatest love for the job remains the fast pace of work, tight deadlines and great job satisfaction there are also many other perks working for Lincolnshire County Council, not least of all is a secure job.

In 2022 I secured a role as a Lead Practitioner and in 2023 moved over to the Learning Disability Team as Lead Practitioner for the Bourne team.

During my time Lincolnshire County Council teamwork has always been our greatest strength, supporting one another every step of the way. This level of support and team work stretches to the MDT also, which comprises the Discharge Hub, Occupational Therapists, Physiotherapists, Nurses, Doctors and many more.

If you're looking for a lifelong career in a fast paced, team role, dedicated to the help of others, then take the next step...apply for Lincolnshire County Council.



## INTEGRATED WORKING

### Bigger than the sum of our parts

In Lincolnshire our teams drive things forward and that drive extends to the wider Health and Social Care system. Lincolnshire is a leader in its integration work and we work closely with Health colleagues to ensure our residents have the right support, at the right time, from the right people. Our Neighbourhood Teams' prevention initiatives and work with Integrated Personal Commissioning projects are setting the pace nationwide, and that's just the beginning. Lincolnshire is often a pilot site for new initiatives and we are firmly committed to the integration agenda; that means if you're an innovator, a champion of personalisation or just want to do the right thing, we want to hear from you.

## WE ARE GOOD

### That's right, we are GOOD!

As we mention above, we are often a pilot site for new initiatives and in 2023 The Care Quality Commission (CQC) were given new responsibilities to assess how local authorities meet their duties and provide services. Lincolnshire was one of five local authorities volunteering to be part of the pilot of the new assessment process. The Lincolnshire report has been published and we have been rated as providing a 'good' standard of support and are currently the top scoring authority.

You can [read the report online here](#).

# CELEBRATE

## Our commitment to you

We know that working in Social Care can be challenging and often emotional, but we also know, from experience that it's a very rewarding career. This is why you will be surrounded by a supportive, caring and compassionate team as soon as you join us.

## CAREER DEVELOPMENT

### Onwards and upwards

The world of Adult Social Care is constantly evolving and changing, and we have to make sure we keep up. Lincolnshire invests in its staff's professional development to make sure you are supported to be up to date. But don't just take our word for it; our staff say that our training, professional development opportunities and protected CPD time are one of the most attractive things about working for Lincolnshire County Council. We have existing apprenticeship opportunities spanning our workforce, from level 3 through to degrees in Social Work and Occupational Therapy with more constantly in development. We are committed to continuing to develop a comprehensive offer to support the professional development of our existing and future staff. We work closely with local HEIs to offer a comprehensive post qualification framework including the Assessed and Supported Year in Employment, Practice Education and Approved Mental Health Professional qualifications. So, whether you're an aspiring Social Worker or Occupational Therapist, newly qualified, returning to practice or keen to develop your existing skills, Lincolnshire County Council is committed to supporting our staff grow themselves.

# QUALITY OF LIFE

## **Lincolnshire, a place to live**

One of the main reasons for joining Lincolnshire County Council is...well, Lincolnshire. With great schools, beautiful surroundings and affordable housing, this could be your ideal next move. Alive with big open spaces that Lincolnshire is known for, including the famous Lincolnshire Wolds and 50 miles of coastline, there is probably more than you expected to our county. From idyllic villages to the city of Lincoln, we have thousands of years of history meeting with a growing cosmopolitan university. Lincolnshire offers the perfect balance of opportunity, affordability and security. And we make sure you can make the most of it, giving you the flexibility to find your ideal work-life balance. At Lincolnshire County Council we offer a lot more than just the scenery. We have competitive salary packages, career progression opportunities and benefits such as lease car packages and a generous pension scheme. We also support staff with professional development opportunities, regular reflective supervision and protected CPD time. Our staff have the benefit of flexible working policies and generous annual leave entitlements as we recognise that work-life balance is an essential part of living well.

## **Do more than you ever dreamed of.**

Not only is Lincolnshire one of the safest places to live in the UK, it's also one of the most affordable with average house prices up to 35% lower than the national average. 90% of our schools are rated outstanding or good and we have two growing universities, both of which have achieved gold awards for their teaching excellence. It's not just about what's in our county that matters, with up to 9 trains per day to London and modern transport links, Lincolnshire is a gateway to the Midlands and East of England. So, if you're looking for a place that delivers quality of life and the chance for you and your family to grow Lincolnshire is the place for you.

APPLY  
NOW

## Are you ready for a new start?

Now you have heard a little bit about us and what we have to offer, we would love to hear about you. If you're the type of person who shares our values around innovating and working to empower people so they can live life to the full, we're eager to hear from you. Whether you're a Social Worker, Nurse or Not yet qualified, we have roles that may suit you. In return we offer an excellent reward package including competitive salaries, flexible working, generous leave entitlement and benefits, as well as job security and progression opportunities.

Our 2023-24 salary ranges from:

- Community Care Officer (Level 1): £25,119 - £27,803
- Community Care Officer (Level 2): £30,296 - £33,024
- Qualified Practitioner (Level 1): £33,024 - £36,648
- Qualified Practitioner (Level 2): £36,648 - £40,221
- Lead Practitioner: £44,428 - £49,498
- Locality Lead: £49,498 - £56,769

A good salary and a decent rewards and benefits package are not to be sniffed at, but we can offer so much more than that.

If we are going to stick with monetary based incentives then we'd be remiss to not mention the Local Government Pension Scheme, which you'll find hard to beat.

We offer great training, with the opportunity to take up internal learning programmes to help you develop in the direction you want to. Our emotional, mental and physical wellbeing offer is well sought after. Plus, with an amazingly varied bunch of colleagues across the organisation, every day is a school day.

Working in Adult Social Care provides more than just the job benefits; our staff make a difference to people and communities by supporting them to have fulfilling and meaningful lives. The work can be challenging, but the relationships you build and the positive impacts you can have are immeasurable.

# KEEP IN TOUCH

There are plenty of ways you can keep in touch and up to date with current news and vacancies here at Lincolnshire County Council.

You can find out all about the Authority and the latest news via our website:

[www.lincolnshire.gov.uk](http://www.lincolnshire.gov.uk)

If your looking for information on career opportunities then our jobs pages are the place to be: [www.lincolnshire.gov.uk/jobs-careers](http://www.lincolnshire.gov.uk/jobs-careers)

If social media is more your thing then we have lots of options for you here:



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[twitter.com/lincolnshirecc](https://twitter.com/lincolnshirecc)

If you have any questions and would like to get in touch then please email us at:

[recruitment@lincolnshire.gov.uk](mailto:recruitment@lincolnshire.gov.uk)

We wish you luck with your job searching and hope to hear from you soon

## We want you!

Whether born-and-bred in Lincolnshire or having relocated from somewhere else in the country, straight out of university or decades of experience under their belt, people from all walks of life make up our excellent teams.

**What's stopping you?**