

PERSON SPECIFICATION

Social Worker

All the criteria below, both essential and desirable, will be assessed via your application form; further methods will be used to support this in the interview/selection stage should your application progress. Please refer to this document and the job description when completing your application, giving examples. A re-wording of the criteria listed will not guarantee an interview.

Method of Assessment: S - Scenario, I - Interview, P - Portfolio, T - Test, D – Documents

Qualifications and training

Method of Assessment – **D, I**

Essential:

Degree in Social Work or Certificate of Qualification in Social Work (CQSW), Diploma in Social Work (DipSW), Certificate in Social Services (CSS)

Valid Registration with Social Work England (SWE)

Desirable:

Post Qualification Award or willingness to work towards qualifying awards

Parent Assess trained

Practice Educator trained

Experience and knowledge

Method of Assessment – **I; T**

Essential:

At least three years' experience of statutory Social Work or equivalent

A robust understanding of children's services and experience in children and families work.

A robust understanding of contextualised safeguarding and risks.



A robust understanding of legislation and guidance governing statutory Children's Services

Experience of completing a wide range of assessments of children and families

Experience of working within the Public Law Outline (PLO)

Desirable:

Experience of completing statements for Court

Experience of Court work from the initial application through to final Orders

Specialist skills and abilities

Method of Assessment – I, T

Desirable:

Achieving Best Evidence Training (ABE)

Contextualised Safeguarding Training

Age Assessment Training

Graded Care Profile Training

Other validated or in service course in child development/childcare.

Personal skills and attributes

Method of Assessment - I

Ability to work unsupervised, under pressure and to demanding timescales

Ability to supervise other roles

Ability to support learning and development of others

Adapt to new situations and to learn new skills

Good communication skills, mature attitude

Ability to work with other staff in teams co-operatively and helpfully

Clear understanding of confidentiality

Demonstrate ability to work effectively and positively with colleagues within safeguarding group, including managers, in order to achieve best outcomes for the child.



Commitment to use of Information Technology

Demonstrate ability to work effectively with professionals colleagues in multi-disciplinary framework to meet identified needs of the child.

Ability to work outside normal office hours

Car use essential – alternative arrangements will be discussed with disabled candidates

Ability to work creatively and positively, to use initiative and flexibly to meet needs of the team and the service

Ability to Chair/Co-ordinate meetings and contribute to reviews.

Demonstrate ability to respond effectively to resistant families.

Decision making impact and innovation

Method of Assessment – I

Essential:

Ability to complete robust and holistic assessments of children and families

Ability to write and implement aspirational Plans seeking to safeguard children and support them to achieve and thrive

Experience of writing assessments and implementing robust plans

Experience of safety planning and risk assessment

Special working conditions

Method of Assessment – I

Essential:

- Ability to work from home on a regular basis, with the requirement to attend your primary work base as and when required.
- During a Pandemic, Epidemic or Major Incident or Emergency you may be asked to work from home or other location and on occasion to undertake duties that are not stated in your Job Description or Person Specification where there is a skill, competency, and experience match

