



Person specification			
<b>Post title</b>	Social Worker	<b>Grade</b>	Experienced – Pay Band L Advanced – Pay Band M
<b>Service Area</b>	Children’s Social Care	<b>Section/team</b>	Various

**\*\*\* This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months \*\*\***

Shortlisting Number	Criteria	Essential\Desirable	Method of assessment
<b>Skills, knowledge, experience</b>			
S1	Ability to illustrate understanding of general social work principles and knowledge, the role and function of a social worker in the field of child care	Essential	A/I
S2	Be able to express an appreciation and understanding of current child care legislation and its application to working practices	Essential	A/I
S3	Be able to apply 1 and 2 into effective working practice	Essential	A/I
S4	Ability to see/use advice and supervision appropriately	Essential	I
S5	To have an understanding of the role of other agencies	Essential	A/I
S6	Be able to effectively communicate with other agencies and service users and be able to work in collaboration with each other	Essential	A/I
S7	Have the ability to manage time/self efficiently and effectively	Essential	A/I
S8	Ability to write concise reports and maintain appropriate social work records	Essential	A/I/E
<b>Personal attributes and circumstances</b>			
P1	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	Essential	A/I

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P2	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	Essential	A/I
P3	A demonstrable willingness to share information and work with other people.	Essential	A/I
P4	Respect - a strong desire to treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can	Essential	A/I
P5	Demonstrate an ability to communicate in an open and honest manner	Essential	I
P6	Demonstrate a commitment to improving services	Essential	I
P7	Demonstrate a commitment to continuous learning and development	Essential	I
P8	Demonstrate a commitment to working as part of a team in a flexible and responsible manner	Essential	I
<b>Communication</b>			
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people's points of view.	Essential	A/I
<b>Qualifications</b>			
Q1	CQSW/DipSW/CSS	Essential	C
Q2	Registration with Social Work England	Essential	C
<b>Health and safety</b>			
H1	Ability to use equipment as instructed and trained Ability to inform management of any health and safety issues which could place individuals in danger	Essential	A/I

**A** = Application form   **C** = Certificate   **E** = Exercise   **I** = Interview   **P** = Presentation   **AC** = Assessment Centre   **T** = Test

Date	Approved by authorised manager	Designation
12.1.2021	Ann Clarkson	Head of Service

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Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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