# **PERSON SPECIFICATION: SOCIAL WORKER – SEND 0-25 TEAM POST REFERENCE: SR-102105**

# **Hartlepool Borough Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. This post is subject to safer recruitment measures, including a Disclosure and Barring Service (DBS) check.**

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | CSS/CQSW/Diploma in Social Work/Social Work Degree or any other Social Work qualification that permits registration with the Health and Care Professions Council (HCPC) as a Social Worker (F)  Registered with HCPC as a Social Worker (F) |  |
| * **Work or other relevant experience** | Experience of children and families/adult work either in previous employment or placements (F) (I)  Evidence of recent experience of child/adult assessment (F) (I)  Knowledge of relevant legislation, eg, Care Standards Act 2000, Children Act 1989 and 2004, Child Protection/Protection of Vulnerable Adults, Children and Families Act 2014 (F) (I)  Knowledge of department policies, procedures and practice guidance. (F) (I)  Recent experience and/or knowledge of the Social Work/Care Management Process (F) (I) | Experience of facilitating the social inclusion of people with disabilities within their communities and working to ensure a positive person centred approach that enables the person to gain self-determination and exercise information choice.  (F) (I)  Knowledge of the Care Act 2014 and the implications for working practices. |

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| * **Skills, abilities, knowledge and competencies** | Ability to work as part of a multi disciplinary team. (F) (I) (R)  Ability to demonstrate organising, assessing and reviewing skills. (F) (I) (R)  Evidence knowledge of Person Centred approaches with an understanding of Social Work values. (F) (I)    Ability to contribute to the support planning process and ensure people’s plans are monitored and reviewed regularly. (F) (I) (R)  Ability to maintain quality standards which meet the National Minimum Standards for the Service. (F) (I) (R)  Able to demonstrate good interpersonal skills (F) (I) (R)  Able to demonstrate good oral and written communication skills (F) (I) (R)  The ability to use IT equipment effectively (F) (I)  Evidence of ability to work effectively in partnership (F) (I) (R) | tieodeo  Demonstrate knowledge and understanding of the needs of children and adults (including their carers) requiring intervention to maximise their independence. (F) (I) | |
| * + **General competencies** | Commitment to the Department’s aims, objectives, values and principles of service provision (I)  Awareness and commitment to equal opportunities and ability to promote anti discriminatory practice (F) (I) (R)  Respect for the diverse needs and lifestyles of others (F) (I) (R)  Commitment to the development of a person centred service.(F) (I)  Commitment to personal/professional development (F) (I) | Proven experience to organise and manage workload (F) (I) | |
| **ESSENTIAL / DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** | | |

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.