South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Social Worker – Contact & Referral Team

GRADE: Band 6/7 CG

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	• Qualified social worker • Registered with the HCPC	• Educated to Degree Level • Accredited further training and development • PQ attainment	• Application form • Certificates
Work Experience	• Experience of working in a statutory children and families social care setting • Experience of child protection/safeguarding • Experience of direct work with children & families including assessment, care planning, delivery and review • Experience of working in partnership with children & families and partner agencies • Experience of handling complex, sensitive, serious situations and information • Experience of working flexibly and using ITC systems	• Working within / Attending Court processes with regard to safeguarding and promoting the welfare of children	• Application form • Interview • References
Knowledge/ Skills/ Aptitudes	• Ability to place the child at the centre of all practice and decision making • Knowledge and ability in identifying, understanding and managing need and risk across the threshold continuum • Ability to establish working relationships with children, families and partner agencies • An understanding of the role of key public agencies		• Interview • References • Another form of assessment

	in safeguarding and promoting the welfare of children • Demonstrates working with others and behaving in a way that respects the rights of others, takes into account their needs and is not discriminatory • An understanding of and ability to apply relevant legislation and guidance • An understanding of child development, adolescence, family dynamics, mental health, substance misuse and domestic violence • An understanding of thresholds, eligibility criteria, neglect, significant harm • An understanding of the role and importance of policies and procedures • Assessment, analytical, report writing and communication skills • Able to manage competing priorities within timescales • Able to challenge and be challenged		
Disposition	• Organised and able to organise others • Calm, considered, reflective and decisive • Approachable, able to listen and provide support and leadership to team • Transparent and accountable • Open to innovation and new ways of thinking • Able to delegate appropriately • Provides a positive example to others		• Interview • References
Circumstances	• Full current driving licence or access to a means of mobility support • Maybe requested to work outside of normal office hours • Enhanced clearance from the Disclosure Barring Service		• Application form • Interview • DBS check

South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Social Worker – Supporting and Strengthening Families

GRADE: Band 6/7 CG

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	• Qualified social worker • Registered with the HCPC	• Educated to Degree Level • Accredited further training and development • PQ attainment	• Application form • Certificates
Work Experience	• Experience of working in a statutory children and families social care setting • Experience of child protection/safeguarding • Experience of direct work with children & families including assessment, care planning, delivery and review • Experience of working in partnership with children & families and partner agencies • Experience of handling complex, sensitive, serious situations and information • Experience of working flexibly and using ITC systems	• Working within/Attending Court processes with regard to safeguarding and promoting the welfare of children	• Application form • Interview • References
Knowledge/ Skills/ Aptitudes	• Ability to place the child at the centre of all practice and decision making • Knowledge & skills in identifying and implementing appropriate plans for children & young people in need • Ability to establish working relationships with children, families and partner agencies • Demonstrates working with others and behaving in a way that respects the rights of others, takes into account their needs and is		• Interview • References • Another form of assessment

	not discriminatory • An understanding of the role of key public agencies in safeguarding and promoting the welfare of children • An understanding of and ability to apply relevant legislation and guidance • An understanding of child development, adolescence, family dynamics, mental health, substance misuse and domestic violence • An understanding of thresholds, eligibility criteria, neglect, significant harm • An understanding of the role and importance of policies and procedures • Assessment, analytical, report writing and communication skills • Able to manage competing priorities within timescales • Able to challenge and be challenged		
Disposition	• Organised and able to organise others • Calm, considered, reflective and decisive • Approachable, able to listen and provide support and leadership to team • Transparent and accountable • Open to innovation and new ways of thinking • Able to delegate appropriately • Provides a positive example to others • Flexible approach to work • Committed to the principals of equality and diversity		• Interview • References
Circumstances	• Full current driving licence or access to a means of mobility support • Maybe requested to work outside of normal office hours • Enhanced clearance from the Disclosure and Barring Service		• Interview • DBS check

South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Social Worker – Integrated Looked After Children Team

GRADE: Band 6/7 CG

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	• Qualified social worker • Registered with the HCPC	• Educated to Degree Level • Accredited further training and development • PQ attainment	• Application form • Certificates
Work Experience	• Experience of working in a statutory children and families social care setting • Experience of child protection/safeguarding • Experience of direct work with children & families particularly with children in care and/or young people leaving care • Experience of working in partnership with children & families and partner agencies • Experience of handling complex, sensitive, serious situations and information • Experience of working flexibly and using ITC systems	• Working within / Attending Court processes with regard to safeguarding and promoting the welfare of children	• Application form • Interview • References
Knowledge/ Skills/ Aptitudes	• Ability to place the child at the centre of all practice and decision making • Knowledge about the importance of and how best to achieve permanence for children and young people • Ability to establish working relationships with children, families and partner agencies • Demonstrates working with others and behaving in a way that respects the rights of others, takes into account their needs and is not discriminatory		• Interview • References • Another form of assessment

	• An understanding of the role of key public agencies in safeguarding and promoting the welfare of children • An understanding of and ability to apply relevant legislation and guidance • An understanding of child development, adolescence, family dynamics, mental health, substance misuse and domestic violence • An understanding of thresholds, eligibility criteria, neglect, significant harm • An understanding of the role and importance of policies and procedures • Assessment, analytical, report writing and communication skills • Able to manage competing priorities within timescales • Able to challenge and be challenged		
Disposition	• Organised and able to organise others • Calm, considered, reflective and decisive • Approachable, able to listen and provide support and leadership to team • Transparent and accountable • Open to innovation and new ways of thinking • Able to delegate appropriately • Provides a positive example to others • Flexible approach to work • Committed to the principles of equality and diversity		• Interview • References
Circumstances	• Full current driving licence or access to a means of mobility support • Maybe requested to work outside of normal office hours • Enhanced clearance from the Disclosure and Barring Service		• Interview • DBS check