



## South Tyneside Council

### CHILDREN, ADULTS AND HEALTH

#### PERSON SPECIFICATION

**POST TITLE:** Social Worker

**GRADE:** Band 6/7 Career Grade

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Educational Attainment</b>	<ul style="list-style-type: none"> <li>A professional social work qualification such as Social Work Degree, MA in Social Work, Diploma in Social Work (CQSW, CSS) or equivalent</li> <li>Current Registration with the HCPC</li> <li>Evidence of post qualification CPD</li> </ul>	<ul style="list-style-type: none"> <li>Practice Educator or a commitment to undertake the Practice Educator post graduate programme</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Certificates</li> </ul>
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>Experience of providing a professional person centred social work service to people with care and support needs. This may include people with a learning disability, autism, older people and people with physical and mental disabilities</li> <li>Experience of multi-disciplinary working</li> <li>Demonstrable experience of undertaking complex assessments</li> <li>Experience of personalisation and delivery through self-directed support</li> <li>Experience of safeguarding frameworks, processes and procedures as well as managing complex cases</li> <li>Experience of building relationships with community service providers and working in effective partnership to improve outcomes for individuals</li> </ul>	<ul style="list-style-type: none"> <li>Experience of inter-agency collaboration practice</li> <li>Experience of undertaking safeguarding investigations</li> <li>Experience of applying strengths and or asset based approaches into practice</li> <li>Experience of working with Elected Members</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Interview</li> <li>Presentation</li> <li>References</li> </ul>
<b>Knowledge/ Skills/ Aptitudes</b>	<ul style="list-style-type: none"> <li>Good working knowledge, understanding and application of the Care Act</li> <li>Knowledge and understanding of other relevant legislation for adult social care, for example the Mental Capacity Act, Mental Health Act, Deprivation of Liberty Safeguards</li> <li>Up-to-date knowledge and understanding of the Continuing Healthcare Framework and the ability to undertake joint health and social care assessments</li> <li>Up-to-date knowledge and understanding of social care policy developments, best practice and current trends in health and social care</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and ability to maximise people's independence in different settings and environments</li> <li>Working knowledge of and relationship with local community groups</li> </ul>	<ul style="list-style-type: none"> <li>Interview</li> <li>References</li> <li>Selection Exercise</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to contribute to the Council's aims and objectives within an overall framework that safeguards adults, promoting independence, health and wellbeing</li> <li>• Excellent communication skills with the ability to present complex information both verbally and in writing in a clear, concise manner to a range of audiences</li> <li>• Excellent case recording and report writing skills</li> <li>• Ability to undertake assessments, develop support plans and conduct reviews</li> <li>• Effective decision making skills which may involve considering risks</li> <li>• Effective time management skills and planning skills ensuring deadlines are met</li> <li>• Effective problem solving skills</li> </ul>		
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Ability to work calmly under pressure</li> <li>• Committed to knowing the community you serve and develop links and opportunities within it</li> <li>• Promote the social work profession in a growing range of contexts and ensure you maintain professionalism in the face of more challenging circumstances</li> <li>• Maintain awareness of own professional limitations and knowledge gaps</li> <li>• Take responsibility for obtaining regular, effective supervision to ensure effective practice, reflection and career development</li> <li>• Committed to the principles of equality and diversity</li> <li>• High personal standards of integrity and probity</li> <li>• Flexible approach to work</li> <li>• Highly motivated towards cultural change and working for South Tyneside Council</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> </ul>
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Able to work outside of office hours as required as required by your contract of employment</li> <li>• Full current driving licence or access to a means of mobility support</li> <li>• Enhanced clearance from the Disclosure and Barring Service</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• DBS Check</li> </ul>

**Ref: LC/VP  
31.10.17**