



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Senior Practitioner - Contact and Referral Team

GRADE: Band 8

| | ESSENTIAL | DESIRABLE | METHOD OF ASSESSMENT |
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| Educational Attainment | <ul style="list-style-type: none"> • Qualified social worker • Registered with the HCPC • Degree level or equivalent • PQ attainment | <ul style="list-style-type: none"> • Other relevant accredited training • Post qualifying awards/ accreditation | <ul style="list-style-type: none"> • Application form • Certificates |
| Work Experience | <ul style="list-style-type: none"> • Significant post qualifying experience in a statutory social work setting • Significant experience of child protection including assessment, risk analysis and management and legal intervention/process • Significant experience of direct work with children and their families including care planning, delivery and review • Experience of working in partnership with children, families and partner agencies • Experience of working flexibly and using ITC systems • Experience of working with others and promoting behaviours and standards of practice that respect the rights of others, take into account their needs and are not discriminatory | <ul style="list-style-type: none"> • Experience of training delivery and professional development techniques • Experience of working with families with complex needs in a specialist and/or a multi disciplinary setting • Experience of chairing and leading meetings • Experience of working within a Team around the Child/Family and Think Family Approach | <ul style="list-style-type: none"> • Application form • Interview • References |
| Knowledge/ Skills/ Aptitudes | <ul style="list-style-type: none"> • Ability to place the child at the centre of all practice and decision making • Particular knowledge and ability in identifying, understanding and managing | | <ul style="list-style-type: none"> • Interview • Written exercise/ presentation • References |

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| | <p>need and risk across the threshold continuum</p> <ul style="list-style-type: none"> • Ability to establish working relationships with children, families and partner agencies • A thorough understanding of the role of key public agencies in safeguarding and promoting the welfare of children • A thorough understanding of and ability to apply relevant legislation and guidance • Understanding of child development, adolescence, family dynamics, mental health, substance misuse and domestic violence • Understanding of thresholds, eligibility criteria, neglect, significant harm • Understanding of how people learn and change • Understanding how and why systems, policies and procedures work and why they are there • Developed assessment, analytical, report writing and communication skills • Skilled in managing competing priorities within timescales • Able to challenge and be challenged within the scrutiny and development process • Able to relate the child's journey to the wider picture • Knowledge and ability to shape and improve practice to the highest standard | | |
| <p>Disposition</p> | <ul style="list-style-type: none"> • 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 | | <ul style="list-style-type: none"> • Interview • References |

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| | of equality and diversity | | |
| Circumstances | <ul style="list-style-type: none"> • 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 | | <ul style="list-style-type: none"> • Application form • Interview • DBS check |