



# South Tyneside Council

## CHILDREN, ADULTS AND HEALTH

### PERSON SPECIFICATION

**POST TITLE:** Senior Practitioner - Supporting and Strengthening Families

**GRADE:** Band 8

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Educational Attainment</b>	<ul style="list-style-type: none"> <li>• Qualified social worker</li> <li>• Registered with the HCPC</li> <li>• Practice Educators Award or willing to work towards</li> </ul>	<ul style="list-style-type: none"> <li>• Other relevant accredited training</li> <li>• Post qualifying awards / accreditation</li> <li>• Degree level or equivalent</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>• Significant post qualifying experience in a statutory social work setting</li> <li>• Significant experience of child protection including assessment, risk analysis &amp; management &amp; legal intervention/process</li> <li>• Significant experience of direct work with children and their families including care planning, delivery and review</li> <li>• Experience of working in partnership with children, families and in a multi-agency context</li> <li>• Experience of working flexibly and using ITC systems</li> <li>• 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</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of training delivery and professional development techniques</li> <li>• Experience of working with families with complex needs in a specialist and/or a multi disciplinary setting</li> <li>• Experience of chairing and leading meetings</li> <li>• Experience of working within a Team around the Child/Family and Think Family Approach</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Knowledge/ Skills/ Aptitudes</b>	<ul style="list-style-type: none"> <li>• Ability to place the child at the centre of all practice and decision making</li> <li>• Knowledge and ability in establishing working relationships with children, families and agencies</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> <li>• Written exercise / presentation</li> </ul>

	<ul style="list-style-type: none"> <li>• Knowledge &amp; skills in identifying and implementing appropriate plans for children &amp; young people in need</li> <li>• A thorough understanding of the role of key public agencies in safeguarding and promoting the welfare of children</li> <li>• A thorough understanding of and ability to apply relevant legislation and statutory guidance</li> <li>• Understanding of child development, adolescence, family dynamics, mental health, substance misuse and domestic violence</li> <li>• Understanding of thresholds, eligibility criteria, neglect, significant harm</li> <li>• Understanding of how people learn and change</li> <li>• Understanding how and why systems, policies and procedures work and why they are there</li> <li>• Developed assessment, analytical, report writing and communication skills</li> <li>• Skilled in managing competing priorities within timescales</li> <li>• Able to challenge and be challenged within the scrutiny and development process</li> <li>• Able to relate the child's journey to the wider picture</li> <li>• Knowledge and ability to shape and improve practice to the highest standard</li> </ul>		
<p><b>Disposition</b></p>	<ul style="list-style-type: none"> <li>• Organised and able to organise others</li> <li>• Calm, considered, reflective and decisive</li> <li>• Approachable, able to listen and provide support and leadership to team</li> <li>• Transparent and accountable</li> <li>• Open to innovation and new ways of thinking</li> <li>• Able to delegate appropriately</li> <li>• Provides a positive example to others</li> <li>• Flexible approach to work</li> <li>• Committed to the principals</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> </ul>

	of equality and diversity		
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Full current driving licence or access to a means of mobility support</li> <li>• Maybe requested to work outside of normal office hours</li> <li>• Enhanced clearance from the Disclosure and Barring Service</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• DBS check</li> </ul>