



# South Tyneside Council

## CHILDREN, ADULTS AND HEALTH

### PERSON SPECIFICATION

**POST TITLE:** Families First Worker

**GRADE:** Band 6

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Educational Attainment</b>	<ul style="list-style-type: none"> <li>Level 3 (formerly NVQ3) in child care/children and young people or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Qualified and registered social worker</li> <li>Training in family interventions</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 direct work with children and young people and their families</li> <li>Experience of delivering a wide range of solution focused and rights based interventions, health, family based and behavioural interventions</li> <li>Experience of child protection and working within policies and procedures</li> <li>Significant experience of working as a part of a team</li> <li>Experience of engaging children to ensure their voice is heard</li> <li>Experience of recording and care planning commensurate with the role</li> <li>Experience of managing cases and or key-working</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working in multi-disciplinary teams and settings</li> <li>Experience of Team around the child/family</li> <li>Experience of working in a children's residential setting</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 / young person and family at the centre of all practice and decision making</li> <li>Awareness of child development, adolescence, family dynamics, mental health, substance misuse and domestic violence</li> <li>Ability to establish working relationships with children, families and partner agencies</li> <li>Demonstrates working with others and behaving in a way that respects the rights of others, taking into account their needs and working in an anti-discriminatory way</li> </ul>	<ul style="list-style-type: none"> <li>Awareness of thresholds, eligibility criteria, neglect, &amp; significant harm</li> <li>Understanding how and why systems, policies and procedures work</li> </ul>	<ul style="list-style-type: none"> <li>Interview</li> <li>Young people's panel</li> <li>References</li> <li>Another form of assessment</li> </ul>

	<ul style="list-style-type: none"> <li>• Awareness of relevant legislation and statutory guidance i.e. NCSC</li> <li>• Awareness of the role of key public agencies in safeguarding and promoting the welfare of children</li> <li>• Good verbal and written communication skills</li> <li>• Skilled in managing competing priorities within timescales</li> <li>• Ability to use technology and ITC systems</li> <li>• Able to challenge and be challenged</li> </ul>		
<b>Disposition</b>	<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</li> <li>• Transparent and accountable</li> <li>• Open to innovation and new ways of thinking</li> <li>• Provides a positive example to others</li> <li>• Flexible approach to work</li> <li>• Committed to the principles of equality and diversity</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• Young people's panel</li> <li>• References</li> </ul>
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Full current driving license or access to means of mobility support</li> <li>• Able to undertake shift work across evenings, weekends and bank holidays which will include sleep- in's</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>