



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	<ul style="list-style-type: none"> • Qualified social worker • Registered with the HCPC 	<ul style="list-style-type: none"> • Educated to Degree Level • Accredited further training and development • PQ attainment 	<ul style="list-style-type: none"> • Application form • Certificates
Work Experience	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Working within/Attending Court processes with regard to safeguarding and promoting the welfare of children 	<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 • 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 		<ul style="list-style-type: none"> • Interview • References • Another form of assessment

	<p>not discriminatory</p> <ul style="list-style-type: none"> • 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	<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 principals of equality and diversity 		<ul style="list-style-type: none"> • Interview • References
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"> • Interview • DBS check