

Person Specification Social Worker Children's Social Care



Children with Disabilities Team

Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

- Recognised Social Work Qualification, e.g., CQSW, CSS, DipSW, Degree in Social Work, or equivalent, with at least 2 years post qualifying experience in field work including recent statutory experience and evidence of progression.
- Experience of working with children, young people, carers and families to improve outcomes
- Demonstrate recent knowledge, understanding and application of relevant legislation and statutory guidance including the Children Acts of 1989 and 2004
- Knowledge and understanding of the Children and Families Act 2014, the SEND Code of Practice and current issues/trends in relation to children with disabilities
- Able to demonstrate knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors, especially in relation to children with a disability
- Ability to work creatively and relationally with families in line with the Family Valued approach
- Excellent communication skills, both written and verbal
- Able to summarise, analyse and evaluate complex information
- Excellent recording and report writing skills using electronic data information systems
- Demonstrate effective assessment, planning and reviewing skills
- Able to prioritise tasks and manage workload
- Able to contribute to, and work within, a supportive team environment
- Able to liaise effectively with other agencies and professionals
- Knowledge and experience of, or a willingness to access training in relation to restorative practice and relational social work
- A sound understanding and knowledge of the DFE Knowledge and Skills statement for post-qualifying social work professionals

Desirable

- Experience of working with children and young people with disabilities and their families
- Ability to evidence ongoing professional development
- Practice Educator – Stage 1

Part B

The following criteria will be further explored at the interview stage (as well as further exploring the above criteria is met):

- A child centred approach to social work practice within legislative and statutory frameworks
- Commitment to empowering families to be fully involved in decision making and planning for children and young people and the ability to recognise families as the experts in their own lives
- Understanding of how the complex issues affecting children and young people with disabilities impacts upon care planning
- Ability to work effectively with children, families, colleagues and multi-agency partners.
- Ability to provide a balanced response – using your knowledge of relevant legislation, statutory guidance and evidence based practice.
- A collaborative and relational approach to social work.
- Committed to Equal Opportunities and anti-discrimination practice in employment and service delivery

Additional Requirements

- Enhanced DBS Disclosure Certificate
- Suitability to work with client group
- Current Registration with Social Work England
- Flexible approach to work, location, duties and hours