

Person Specification

POST TITLE	GRADE
School Social Worker	G

CRITERIA	NECESSARY REQUIREMENTS		* M.O.A.
	Essential	Desirable	
EXPERIENCE	• Caseload management: Experience managing child-in-need, child protection, or looked-after children cases (including student placements for newly qualified applicants). • Court work: Experience or understanding of completing statutory court assessments and attending family court proceedings. • Multi-agency collaboration: Proven track record of working with schools, health visitors, police, and mental health services. • Minimum of: 3 years postgraduate experience working in a children and families social worker role		A,I
SKILLS AND ABILITIES	• Risk assessment: Ability to conduct high-quality, analytical risk assessments under tight statutory deadlines. • Direct work: Skilled in engaging directly with children using creative tools to capture the voice of the child. • Report writing: Ability to produce clear, evidence-based, and legally defensible reports for conferences and courts.		A,I



	• Resilience: Capacity to manage high-stress situations, conflict, and emotionally demanding caseloads.		
EDUCATION/ QUALIFICATIONS/ KNOWLEDGE	• Degree: Bachelor or Master of Social Work (BSW/MSW), or equivalent qualification. • Registration: Active professional registration with Social Work England (or relevant UK regulatory body). • Development: Commitment to continuous professional development (CPD)		A,I,C
KNOWLEDGE	• Legislation: Deep working knowledge of the Children Act 1989, Children Act 2004, and Working Together to Safeguard Children • Frameworks: Understanding of the Assessment Framework for children in need and their families. • Safeguarding: Robust knowledge of child protection procedures, signs of abuse, neglect, and exploitation (including criminal or sexual exploitation). • Development: Thorough understanding of child development, attachment theory, and the impact of trauma or adverse childhood experiences (ACEs).		
OTHER REQUIREMENTS	• Flexible approach to work by responding to the needs of the services. • Commitment to own continuous personal and professional development. • Strong team player, committed to an ethos of collaboration and continuous improvement. • Enthusiasm and passion about working with children and families. • DBS Check: Willingness to undergo an enhanced Disclosure and Barring Service (DBS) check.	• Full driving licence and access to own vehicle.	A, I, C

	• Travel: Ability to travel across local communities to visit clients in their homes • Record of excellent attendance and timekeeping		
COMMITMENT TO EQUAL OPPORTUNITIES	• Commitment to equal opportunities and the ability to recognise the needs of different service users.	• Evidence of having completed additional relevant training	A,I,C
COMMITMENT TO SERVICE DELIVERY/ CUSTOMER CARE	• Commitment to provide a customer-focussed service.	• Evidence of surpassing customer expectations or service targets / goals	A,I

METHOD OF ASSESSMENT: (*M.O.A.)

A = APPLICATION FORM C = CERTIFICATE I = INTERVIEW R = REFERENCE

