

PERSON SPECIFICATION: Social Worker

POST REFERENCE: 107416

HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.

REQUIREMENTS	ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)	DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)
- Educational/vocational/ occupational qualifications and/or training - Specific qualifications (or equivalents)	CSS/CQSW/DipSW / Social Work Degree (F) work or any other Social Work qualification that permits registration with SW England as a Social Worker. Registered with Social Work England as a Social Worker and commitment to evidencing regular CPD in line with registration (F) CPD including Signs of Safety, Safeguarding Children and three yearly refresher,	Practice Educator Award or equivalent PQ Award.
- Work or other relevant experience	Experience of children and families work either in previous employment or placements (F).	Demonstrate experience and working knowledge of Child protection issues / procedure (F), (I), Demonstrate experience in Court processes and procedures. (F) (I)

		Proven experience of multi-agency working (F) (I) Experience in using an I.C.S. Social Care Record. (F) (I)
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- Skills, abilities, knowledge and competencies	Knowledge of:- Relevant Legislation (T) (I) Working Together 2015 (T) (I) Assessment Framework (T) (I) Policies, procedures and practice guidance in relation to children's social care and safeguarding. (F) (I)	
- General competencies	Able to demonstrate developed written and verbal communication skills (I) (T) Commitment to equal opportunities and ability to promote anti discriminatory practice (I) (T) Evidence of ability to work effectively in partnership (I)	Proven experience to organise and manage workload (I)

ESSENTIAL / DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)

On-going Training Requirements

The post holder will be required to undertake the following mandatory/essential training at the frequency indicated.

Mandatory/Essential Training	Frequency
Corporate E-Induction (e-learning) ICS New Starter-Specific to Children's Social Signs of Safety Employee Protection Register Health & Safety Awareness Information Governance/Security Awareness Safeguarding All (e-learning) Equality and Diversity (e-learning) Safeguarding Against Radicalisation - The Prevent Duty (e-learning) Frontline training for role of Deputy Consultant Social Worker Assessed & Supported Year in Employment Mentoring Sessions	Induction Programme Induction Programme Induction (refresher as required) Refreshed every two years Refreshed every three years Refreshed every two years Refreshed every three years Refreshed every three years Refreshed every three years As required for role (in conjunction with The Frontline) As per Assessed & Supported Year in Employment Policy & Offer

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council's Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.