Hartlepool
Borough Council

PERSON SPECIFICATION: Social Worker

POST REFERENCE: 102105

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)

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

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.