



# South Tyneside Council

## CHILDREN, ADULTS AND HEALTH

### PERSON SPECIFICATION

**POST TITLE:** Social Worker - Contact & Referral Team

**GRADE:** Band 6/7 CG

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Educational Attainment</b>	<ul style="list-style-type: none"> <li>• Qualified social worker</li> <li>• Registered with the HCPC</li> </ul>	<ul style="list-style-type: none"> <li>• Educated to Degree Level</li> <li>• Accredited further training and development</li> <li>• PQ attainment</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Certificates</li> </ul>
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working in a statutory children and families social care setting</li> <li>• Experience of child protection/safeguarding</li> <li>• Experience of direct work with children &amp; families including assessment, care planning, delivery and review</li> <li>• Experience of working in partnership with children &amp; families and partner agencies</li> <li>• Experience of handling complex, sensitive, serious situations and information</li> <li>• Experience of working flexibly and using ITC systems</li> </ul>	<ul style="list-style-type: none"> <li>• Working within / Attending Court processes with regard to safeguarding and promoting the welfare of children</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Knowledge/ Skills/ Aptitudes</b>	<ul style="list-style-type: none"> <li>• Ability to place the child at the centre of all practice and decision making</li> <li>• Knowledge and ability in identifying, understanding and managing need and risk across the threshold continuum</li> <li>• Ability to establish working relationships with children, families and partner agencies</li> <li>• An understanding of the role of key public agencies</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> <li>• Another form of assessment</li> </ul>

	<p>in safeguarding and promoting the welfare of children</p> <ul style="list-style-type: none"> <li>• Demonstrates working with others and behaving in a way that respects the rights of others, takes into account their needs and is not discriminatory</li> <li>• An understanding of and ability to apply relevant legislation and guidance</li> <li>• An understanding of child development, adolescence, family dynamics, mental health, substance misuse and domestic violence</li> <li>• An understanding of thresholds, eligibility criteria, neglect, significant harm</li> <li>• An understanding of the role and importance of policies and procedures</li> <li>• Assessment, analytical, report writing and communication skills</li> <li>• Able to manage competing priorities within timescales</li> <li>• Able to challenge and be challenged</li> </ul>		
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Organised and able to organise others</li> <li>• Calm, considered, reflective and decisive</li> <li>• Approachable, able to listen and provide support and leadership to team</li> <li>• Transparent and accountable</li> <li>• Open to innovation and new ways of thinking</li> <li>• Able to delegate appropriately</li> <li>• Provides a positive example to others</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> </ul>
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Full current driving licence or access to a means of mobility support</li> <li>• Maybe requested to work outside of normal office hours</li> <li>• Enhanced clearance from the Disclosure Barring Service</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• DBS check</li> </ul>



# 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
<b>Educational Attainment</b>	<ul style="list-style-type: none"> <li>• Qualified social worker</li> <li>• Registered with the HCPC</li> </ul>	<ul style="list-style-type: none"> <li>• Educated to Degree Level</li> <li>• Accredited further training and development</li> <li>• PQ attainment</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Certificates</li> </ul>
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working in a statutory children and families social care setting</li> <li>• Experience of child protection/safeguarding</li> <li>• Experience of direct work with children &amp; families including assessment, care planning, delivery and review</li> <li>• Experience of working in partnership with children &amp; families and partner agencies</li> <li>• Experience of handling complex, sensitive, serious situations and information</li> <li>• Experience of working flexibly and using ITC systems</li> </ul>	<ul style="list-style-type: none"> <li>• Working within/Attending Court processes with regard to safeguarding and promoting the welfare of children</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Knowledge/ Skills/ Aptitudes</b>	<ul style="list-style-type: none"> <li>• Ability to place the child at the centre of all practice and decision making</li> <li>• Knowledge &amp; skills in identifying and implementing appropriate plans for children &amp; young people in need</li> <li>• Ability to establish working relationships with children, families and partner agencies</li> <li>• Demonstrates working with others and behaving in a way that respects the rights of others, takes into account their needs and is</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> <li>• Another form of assessment</li> </ul>

	<ul style="list-style-type: none"> <li>not discriminatory</li> <li>An understanding of the role of key public agencies in safeguarding and promoting the welfare of children</li> <li>An understanding of and ability to apply relevant legislation and guidance</li> <li>An understanding of child development, adolescence, family dynamics, mental health, substance misuse and domestic violence</li> <li>An understanding of thresholds, eligibility criteria, neglect, significant harm</li> <li>An understanding of the role and importance of policies and procedures</li> <li>Assessment, analytical, report writing and communication skills</li> <li>Able to manage competing priorities within timescales</li> <li>Able to challenge and be challenged</li> </ul>		
<b>Disposition</b>	<ul style="list-style-type: none"> <li>Organised and able to organise others</li> <li>Calm, considered, reflective and decisive</li> <li>Approachable, able to listen and provide support and leadership to team</li> <li>Transparent and accountable</li> <li>Open to innovation and new ways of thinking</li> <li>Able to delegate appropriately</li> <li>Provides a positive example to others</li> <li>Flexible approach to work</li> <li>Committed to the principals of equality and diversity</li> </ul>		<ul style="list-style-type: none"> <li>Interview</li> <li>References</li> </ul>
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>Full current driving licence or access to a means of mobility support</li> <li>Maybe requested to work outside of normal office hours</li> <li>Enhanced clearance from the Disclosure and Barring Service</li> </ul>		<ul style="list-style-type: none"> <li>Interview</li> <li>DBS check</li> </ul>



# South Tyneside Council

## CHILDREN, ADULTS AND HEALTH

### PERSON SPECIFICATION

**POST TITLE:** Social Worker - Integrated Looked After Children Team

**GRADE:** Band 6/7 CG

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Educational Attainment</b>	<ul style="list-style-type: none"> <li>• Qualified social worker</li> <li>• Registered with the HCPC</li> </ul>	<ul style="list-style-type: none"> <li>• Educated to Degree Level</li> <li>• Accredited further training and development</li> <li>• PQ attainment</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Certificates</li> </ul>
<b>Work Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working in a statutory children and families social care setting</li> <li>• Experience of child protection/safeguarding</li> <li>• Experience of direct work with children &amp; families particularly with children in care and/or young people leaving care</li> <li>• Experience of working in partnership with children &amp; families and partner agencies</li> <li>• Experience of handling complex, sensitive, serious situations and information</li> <li>• Experience of working flexibly and using ITC systems</li> </ul>	<ul style="list-style-type: none"> <li>• Working within / Attending Court processes with regard to safeguarding and promoting the welfare of children</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Knowledge/ Skills/ Aptitudes</b>	<ul style="list-style-type: none"> <li>• Ability to place the child at the centre of all practice and decision making</li> <li>• Knowledge about the importance of and how best to achieve permanence for children and young people</li> <li>• Ability to establish working relationships with children, families and partner agencies</li> <li>• Demonstrates working with others and behaving in a way that respects the rights of others, takes into account their needs and is not discriminatory</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> <li>• Another form of assessment</li> </ul>

	<ul style="list-style-type: none"> <li>• An understanding of the role of key public agencies in safeguarding and promoting the welfare of children</li> <li>• An understanding of and ability to apply relevant legislation and guidance</li> <li>• An understanding of child development, adolescence, family dynamics, mental health, substance misuse and domestic violence</li> <li>• An understanding of thresholds, eligibility criteria, neglect, significant harm</li> <li>• An understanding of the role and importance of policies and procedures</li> <li>• Assessment, analytical, report writing and communication skills</li> <li>• Able to manage competing priorities within timescales</li> <li>• Able to challenge and be challenged</li> </ul>		
<b>Disposition</b>	<ul style="list-style-type: none"> <li>• Organised and able to organise others</li> <li>• Calm, considered, reflective and decisive</li> <li>• Approachable, able to listen and provide support and leadership to team</li> <li>• Transparent and accountable</li> <li>• Open to innovation and new ways of thinking</li> <li>• Able to delegate appropriately</li> <li>• Provides a positive example to others</li> <li>• Flexible approach to work</li> <li>• Committed to the principles of equality and diversity</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> </ul>
<b>Circumstances</b>	<ul style="list-style-type: none"> <li>• Full current driving licence or access to a means of mobility support</li> <li>• Maybe requested to work outside of normal office hours</li> <li>• Enhanced clearance from the Disclosure and Barring Service</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> <li>• DBS check</li> </ul>