



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

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