



South Tyneside Council

CHILDREN, ADULTS AND HEALTH

PERSON SPECIFICATION

POST TITLE: Senior Practitioner - Supporting and Strengthening Families

GRADE: Band 8

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Attainment	<ul style="list-style-type: none"> • Qualified social worker • Registered with SWE • Practice Educators Award or willing to work towards 	<ul style="list-style-type: none"> • Other relevant accredited training • Post qualifying awards / accreditation • Degree level or equivalent 	<ul style="list-style-type: none"> • Application form • Certificates
Work Experience	<ul style="list-style-type: none"> • Significant post qualifying experience in a statutory social work setting • Significant experience of child protection including assessment, risk analysis & management & legal intervention/process • Significant experience of direct work with children and their families including care planning, delivery and review • Experience of working in partnership with children, families and in a multi-agency context • Experience of working flexibly and using ITC systems • Experience of working with others and promoting behaviours and standards of practice that respect the rights of others, take into account their needs and are not discriminatory 	<ul style="list-style-type: none"> • Experience of training delivery and professional development techniques • Experience of working with families with complex needs in a specialist and/or a multi disciplinary setting • Experience of chairing and leading meetings • Experience of working within a Team around the Child/Family and Think Family Approach 	<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 and ability in establishing working relationships with children, families and agencies 		<ul style="list-style-type: none"> • Interview • References • Written exercise / presentation

	<ul style="list-style-type: none"> • Knowledge & skills in identifying and implementing appropriate plans for children & young people in need • A thorough understanding of the role of key public agencies in safeguarding and promoting the welfare of children • A thorough understanding of and ability to apply relevant legislation and statutory guidance • Understanding of child development, adolescence, family dynamics, mental health, substance misuse and domestic violence • Understanding of thresholds, eligibility criteria, neglect, significant harm • Understanding of how people learn and change • Understanding how and why systems, policies and procedures work and why they are there • Developed assessment, analytical, report writing and communication skills • Skilled in managing competing priorities within timescales • Able to challenge and be challenged within the scrutiny and development process • Able to relate the child's journey to the wider picture • Knowledge and ability to shape and improve practice to the highest standard 		
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 		<ul style="list-style-type: none"> • Interview • References

	<ul style="list-style-type: none"> • Flexible approach to work • Committed to the principals of equality and diversity 		
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