# **PERSON SPECIFICATION: SOCIAL WORKER (Through Care Team) POST REFERENCE: 102131**

**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),(R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (R) | |
| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | CSS/CQSW/DipSW/Social Work Degree or any other Social Work qualification that permits registration with Social Work England as a Social Worker (F)  Registered with Social Work England as a Social Worker (F) | Child Care Award or equivalent PQ Award (F) | |
| * **Work or other relevant experience** | Experience of children and families work either in previous employment or placements (F) | Demonstrate experience and working knowledge of Looked After Children and Care Leavers (F) (I)  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 (I)  Every Child Matters Agenda (I)  Policies, procedures and practice guidance in relation to looked after children and those leaving care (F) (I)  Policies, procedures and practice guidance in relation to children’s social care and safeguarding (F) (I) | tieodeo  Demonstrate good knowledge and experience of using relevant legislation linked to looked after children and care leavers (F) (I)  Demonstrate good knowledge and experience of using relevant legislation linked to Unaccompanied Asylum Seeking Children (UASC) and former UASC (F) (I)  Experience of use in practice of the Pledge and the Care Leavers Charter (F) (I) | |
| * + **General competencies** | Able to demonstrate developed written and verbal communication skills (I)  Commitment to equal opportunities and ability to promote anti discriminatory practice (I)  Evidence of ability to work effectively in partnership (I)  Driving licence (F) (I) | Proven experience to organise and manage workload (I) | |
| **ESSENTIAL / DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW R = REFERENCE(S)** | | |

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health

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

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  | | --- | --- | |  |  | | Corporate E Induction – E Learning  Employee Protection Register |  | | Health and Safety Awareness |  | | Manual Handling — if role involves moving large objects |  | | Information Governance/Security Awareness |  |  | | --- | | Safeguarding All (e-learning)  Equality and Diversity (e-learning) |  |  | | --- | | Safeguarding Against Radicalisation – The Prevent Duty (e-learning) |  |  | | --- | | Specific IT System Training and access *(if applicable to job role)* e.g:   Carefirst Training-Specific to Adult Social Care staff   ICS New Starter-Specific to Children’s Social Care Staff (e-learning) |  |  | | --- | | LSCB Rough Guides for Practitioners | | |  | | --- | | If undertake work with the general public, refreshed every 2 years) |   Refreshed every 3 years  Refreshed every 3 years  Refreshed every 2 years  Refreshed every 3 years min  Refreshed every 3 years |

Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.