

## Person Specification

**Job Title: Signs of Safety Practice Development Social Worker**

**Service: Across the Full Service**

**Role Profile reference: PC7**

<b>Essential Requirements</b>	
<p><b>Qualifications:</b></p> <ul style="list-style-type: none"> <li>• Educated to degree level with appropriate professional qualification: Social Work (CSS/CQSW or DipSw, MA SW, BA Hons SW)</li> <li>• Current HCPC Registration and enhanced DBS clearance;</li> <li>• Evidence of continuous professional development;</li> <li>• Current driving licence and access to a car or means to mobility support.</li> </ul>	<p>Application form Interview</p>
<p><b>Experience of :</b></p> <ul style="list-style-type: none"> <li>• Significant experience of using the Signs of Safety framework in practice.</li> <li>• Advanced Signs of Safety Practitioner or Practice Lead.</li> <li>• Delivering Signs of Safety training, workshops and briefings.</li> <li>• Applying in practice the principles of childcare legislation, policies and procedures.</li> <li>• Applying critical reflection and analysis to cases.</li> <li>• Undertaking child protection investigations and assessments if needed.</li> <li>• Managing planning and organising own workload to meet statutory timescales and local policy.</li> <li>• Strive to influence, develop and change the motivation and behaviour of people to achieve the best outcomes for children.</li> </ul>	<p>Application form Interview</p>
<p><b>Knowledge and understanding of:</b></p> <ul style="list-style-type: none"> <li>• In depth knowledge of the Signs of Safety framework.</li> </ul>	<p>Interview</p>

<ul style="list-style-type: none"><li>• Strong analytical and planning skills for assessing and reviewing children and young people's needs and planning of social care across a range of cases; able to record and explain professional reasoning judgements, and decision making.</li><li>• Applying a range of interventions with children, young people and their families.</li><li>• Demonstrable knowledge and understanding of Children Act 1989 and 2004; including awareness of current national policy drivers effecting children's social care, and new evidence-based research.</li><li>• Theory and practice of care assessment, planning, relevant legislation and its application.</li><li>• Commitment to Equal opportunities.</li></ul>	
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**Ability to:**

- Demonstrate commitment to the protection and safeguarding of children and young people at risk of abuse;
- Share information obtain information and have dialogue with others, either in writing, in person or over the telephone.
- Effectively work with a range of individuals including children, parents and carers, other professionals and colleagues.
- Apply knowledge of legislation, research and policy to the practice of social work with children and families.
- Identify indicators of risk and resilience and carry out effective assessments.
- Present and disseminate information to support learning and development for social care staff and staff from partner agencies.
- Effectively chair meetings.
- Effective IT skills to write reports and assessments, record information or input data.
- Influence others towards shared goals and empower, inspire and motivate individuals. Model the social work role, promote social work and decision making within and outside the organisation.
- Be self-motivated, resilient and committed to excellent social work practice.
- Take ownership and responsibility arising from own and others' case work appropriate to the level of the post.
- To work flexibly to meet the needs of the service.
- Take a long-term view, sets goals, and evaluate the impact of ideas and policy decisions; including creative thinking skills with the ability to improve services develop new ways of working, and find appropriate solutions to complex issues.

Application  
form/Interview

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