



Person Specification

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St. Helens Council

Job Title: Senior Social Worker

Ref No:

Knowledge	E = Essential D = Desirable	Identified by
Knowledge and understanding of the legislative framework for Children's Services, i.e. 1989 and 2004 Children's Acts and related guidance	E	Application/Interview
Knowledge of Adoption Legislation.	E	Application/Interview
Knowledge of the Framework for Assessment of Children and their families and the associate guidance and tools.	E	Application/Interview
Knowledge and understanding of how Safeguarding issues relating to children.	E	Application/Interview
Knowledge of Safeguarding procedures and associated process i.e. Case Conferences, Statutory Visiting etc. responding to referrals and understanding initial and core assessments.	E	Application/Interview/ Written Exercise
Knowledge of Parenting Assessments and Risk Assessments.	E	Application/Interview
Knowledge of the factors which contribute to complex family situations and the impact on children of multiple deprivation, neglect or abuse.	E	Application/Interview
An understanding of multi-agency working and intervention, working in partnership and the Think Family approach.	E	Application/Interview
An understanding of anti-discriminatory and anti-oppressive practice, from an individual and organisational perspective.	E	Application/Interview
	E = Essential D = Desirable	Identified by
Ability to undertake responsibility in relation to a 'duty rota' dealing with referrals on a regular basis.	E	Application/Interview
Ability to take appropriate action to safeguard and promote the welfare of specific children.	E	Application/Interview



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Skills and Abilities	E = Essential D = Desirable	Identified by
Ability to take the lead role within Child Protection enquiries in accordance with statutory and procedural requirements.	E	Application/Interview
Ability to undertake initial assessments, comprehensive core assessments, parenting and risk assessments, pre-birth assessments and others associated with complex family circumstances.	E	Application/Interview
Ability to respond to serious and immediate safeguarding issues via emergency legislation/ Court hearings etc.	E	Application/Interview
Ability to critically analyse information, provide sound assessments and co-ordinate a multi-agency plan to safeguard and promote children's welfare.	E	Application/Interview
Ability to chair meetings related to caseload.	E	Application/Interview
Ability to use computerised Client Information System.	E	Application/Interview
Ability to mentor new staff and supervise student social workers.	E	Application/Interview
Ability to reflect on practice, use supervision and development opportunity to improve social workers skills and knowledge.	E	Application/Interview
Experience	E = Essential D = Desirable	Identified by
Experience of working directly with a range of young people and their families, e.g. Looked After Children, Children In Need and those subject to Child Protection plans.	E	Application/Interview
Experience of undertaking Child Protection investigations as the lead person.	E	Application/Interview



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Experience	E = Essential D = Desirable	Identified by
Experience of undertaking comprehensive assessments, i.e. Core, parenting, risk pre-birth carers assessment etc.	E	Application/Interview
Experience of managing a complex caseload and prioritising competing demands.	E	Application/Interview
Experience of developing and implementing care plans for a range of Children and Families.	E	Application/Interview
Experience of chairing meetings in relation to own caseload and supporting other staff in this role.	E	Application/Interview
Experience of court work.	E	Application/Interview
Experience of various forums, which may include fostering panel, permanency panel, reviews, LAC Conferences.	E	Application/Interview
Experience of mentoring newly qualified staff and/or supervising students.	D	Application/Interview
Minimum of 3 years post qualification experience	E	Application/Interview
Qualifications	E = Essential D = Desirable	Identified by
CSQW, CSS, DipSW (MA)	E	Application/Certificate
Child Care Award	D	Application/Certificate
Registered Qualified Social Worker with the HCPC – Health and Care Professions Council, or will apply for registration before taking up the post.	E	Application/Certificate
Other Circumstances	E = Essential D = Desirable	Identified by
An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E	Interview
* Car Driver, with valid driving licence and access to vehicle	E	Application/Licence

* NB - If an applicant cannot drive as they are precluded by disability applications are still welcome. Applicants are asked to provide a statement as to how they will be in a position to alternatively meet the requirement to enable the duties to be carried out effectively and efficiently with reasonable adjustments