



Person Specification

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St. Helens Council

Job Title: Social Worker

Ref No:

Knowledge	E = Essential D = Desirable	Identified by
Knowledge and understanding of the 1989 Children Act and related guidance and the 2004 Act and related guidance.	E	Application/Interview
Knowledge of the Framework for Assessment of Children in Need and their families and an understanding of its application.	E	Application/Interview
Knowledge of Safeguarding issues and the Social Workers' role and responsibility in relation to Safeguarding Children.	E	Written Exercise
Knowledge of Looked After Children procedures and guidance.	E	Application/Interview
An understanding of anti-oppressive and anti-discrimination practice.	E	Application/Interview
An understanding of child development and the impact of adverse experiences on a child/young person's development.	E	Application/Interview
An understanding of the concept of working in partnership with families.	E	Application/Interview
Skills and Abilities	E = Essential D = Desirable	Identified by
Ability to work in partnership directly with Children and their families.	E	Application/Interview
Ability to work with other professionals to undertake assessments and implement care plans.	E	Application/Interview
Ability to collect, record and critically analyse all relevant information at point of referral or an open case.	E	Application/Interview
Ability to communicate effectively with children, their families, carers and other professionals.	E	Application/Interview

Ability to use computerised Client Information System.	E	Application/Interview
Ability to develop and implement care plans and support packages for Children in Need, Looked after Children and those subject to Child Protection Plans.	E	Application/Interview
Ability to write concise and accurate records and reports reflecting pertinent information, analysis and recommended actions.	E	Application/Interview/ Written Exercise
Ability to work effectively as part of a team.	E	Application/Interview
Good time management.	E	Application/Interview
Committed to personal development.	E	Application/Interview
Experience	E = Essential D = Desirable	Identified by
Experience of direct work with children in either a statutory or voluntary setting.	E	Application/Interview
Experience of working with families experiencing stress/poverty/family breakdown etc.	E	Application/Interview
Experience of assessing needs, setting tasks, producing care plans and reviewing those plans.	E	Application/Interview
Experience of working with other professionals in a formal setting.	E	Application/Interview
Qualifications / Other Circumstances	E = Essential D = Desirable	Identified by
CQSW, CSS, DipSW, SW Degree	E	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
* Car Driver with valid driving licence and access to a vehicle.	E	Application / Licence
An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E	Interview

* NB - If an applicant can not 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