



Person specification			
Post title	Youth Offending Service Social Worker	Grade	ASYE - Pay Band J / New SCP 26 [Fixed Term for One Year] Or Qualified - Pay Band J / New SCP 27-28 Following successful progression under Knowsley Social Work framework:
Service Area	Children's Services	Section/team	Youth Offending Service

***** This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months *****

Shortlisting Number	Criteria	Essential\Desirable	Method of assessment
Skills, knowledge, experience			
S1	Understanding of and ability to embrace the ‘Key Qualities’ of KMBC and the Vision Statement of Knowsley Youth Offending Service.	E	A E
S2	To have substantial experience in working with challenging children and their families.	E	A E
S3	Practice knowledge and understanding of current Children’s & Youth Justice legislation	E	A E
S4	An understanding of child development, the impact of adverse childhood experiences on factors that lead children to become involved in offending.	E	A E
S5	Ability to produce accurate & timely written records & reports.	E	A
S6	Skills in assessment, planning and interventions, including trauma led delivery of offending behaviour interventions.	E	A E
S7	An understanding of and commitment to Restorative Practice and its	E	A E

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	application with children.		
S8	Good communication skills and the ability to work positively with others in a multi-agency Team.	E	A I
S9	Ability to assess and manage the 3 domains of risk in relation to public protection and safeguarding.	E	A I
Personal attributes and circumstances			
P1	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	E	A/I/P
P2	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	E	A/I/P
P3	A demonstrable willingness to share information and work with other people.	E	A/I/P
P4	Respect - a strong desire to treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can	E	A/I/P
P5	Commitment to working according to the objectives of the Youth Justice System such as Youth Justice Board Case Management Guidelines, National/Local Standards and Inspectorate Standards	E	A / I
P6	The ability to work evenings and weekends to meet the needs of the service	E	A / I
P7	Show a demonstrable commitment to good practice in equality and diversity, with knowledge of how children within the criminal justice system can be discriminated against	E	A / I
P8	Full Driving Licence and access to a car to enable travel as and when required	E	A
Communication			
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people's points of view.	E	A / I
Qualifications			
Q1	Professional Social Work Qualification	E	A /C
Q2	Current registration with the Health & Care Professions Council (HCPC)	E	A /C

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Health and safety			
H1	Ability to use equipment as instructed and trained	E	A
H2	Ability to inform management of any health and safety issues which could place individuals in danger	E	A/I

A = Application form **C** = Certificate **E** = Exercise **I** = Interview **P** = Presentation **AC** = Assessment Centre **T** = Test

Date	Approved by authorised manager	Designation
31/10/19	Celine Gafos	YOS Service Manager

Where the post involves working with children, in addition to a candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people**
- **Emotional resilience in working with challenging behaviours**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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