



Person specification			
Post title	Experienced social worker	Grade	Pay Band L
Service Area	Children's social care	Section/team	Fostering-Mainstream

***** 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	Ability to illustrate understanding of general social work principles and knowledge, the role and function of a social worker in the field of childcare specifically in the field of fostering	Essential	A I
S2	Able to express an appreciation and understanding of current childcare legislation and its application to working practices	Essential	I
S3	Ability to see/use advice and supervision appropriately	Essential	I A
Personal attributes and circumstances			
P1	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	Essential	A I
P2	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	Essential	A I
P3	A demonstrable willingness to share information and work with other people.	Essential	A I
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	Essential	A I
P5	Demonstrate a commitment to improving services	Essential	
	Demonstrate an ability to communicate in an open and honest manner	Essential	

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	Demonstrate a commitment to continuous learning and development		
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.	Essential	AI
C2			
Qualifications			
Q1	Degree/ CQSW/DipSW/CSS	Essential	C A
Q2	Registration with Social Work England	Essential	I C
Health and safety			
H1	Ability to ensure suitable and sufficient risk assessments are carried out taking into account employees' capabilities	Essential	AI
H2	Ability to use equipment as instructed and trained	Essential	AI
	Ability to inform management of any health and safety issues which could place individuals in danger	Essential	AI

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

Date	Approved by authorised manager	Designation
6/9/2022	Carolyn Jones	Head of Service

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:

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- **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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