



THE VALE OF GLAMORGAN COUNCIL

PERSON SPECIFICATION

POST NO:	V-CS-FPT006	DESIGNATION:	SOCIAL WORKER	DEPARTMENT:	SOCIAL SERVICES
SECTION:	Children & Young People Services	COMPLETED BY:	Head of Service	UPDATED:	August 2016

	ESSENTIAL	DESIRABLE	ASCERTAINED BY
1. EXPERIENCE	<ul style="list-style-type: none"> ▪ Social Work with children, young people and their families. <p><u>For Grade H</u></p> <ul style="list-style-type: none"> ▪ Newly qualified Social Workers, less than 3 years post qualified / practising experience ▪ Prepared to undertake studies to meet the registration requirements within the Care Council for Wales CPEL framework <p><u>For Grade I (may include a combination of the following)</u></p> <ul style="list-style-type: none"> ▪ Social workers with in excess of 3 years practising work experience ▪ Routinely manage complex cases ▪ Competent in producing reports that are rooted in rigorous practice methodology and, where required, legislation ▪ Provide supervision, coaching and mentoring ▪ Practice Assessor <p><u>May also include</u></p> <ul style="list-style-type: none"> ▪ AMHP and/or BIA and/or DoLS assessor 	<p>Experience within statutory Children's Social Care Services</p> <p>Achievement of the Experienced Practitioner Programme</p>	<p>Application Form</p> <p>Interview</p> <p>First Year in Practice portfolio checked and signed off by PA</p> <p>Portfolio checked and signed off by Team Manager/ Supervising Social Worker/ HR</p> <p>CPD Portfolio checked and signed off by Operational Manager or HoS</p>
2. KNOWLEDGE	<ul style="list-style-type: none"> ▪ Principles of the Children Act. ▪ Child care legislation, guidance and national standards. ▪ Safeguarding, Child Protection and Risk Assessment. 	<p>Experience within statutory Children's Social Care Services</p>	<p>Interview</p>

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	<ul style="list-style-type: none"> ▪ National Assessment Framework. ▪ Child Development. ▪ Different types of social work intervention. 		
3. SKILLS AND APTITUDES	<ul style="list-style-type: none"> ▪ Ability to communicate clearly and effectively, verbally and in writing. ▪ Ability to assess need, plan work, set priorities and review arrangements. ▪ Ability to analyse and evaluate information. ▪ Ability to liaise and negotiate individuals, professionals and agencies. ▪ Ability to work as a member of a team. ▪ Ability to work flexibly and under pressure. ▪ Ability to operate and maintain IT and casework management systems. 	<p>Advanced level of competency in one or more areas of practice.</p> <p>Ability to communicate through the medium of Welsh.</p>	<p>Application Form.</p> <p>Interview.</p>
4. QUALIFICATIONS AND TRAINING	<ul style="list-style-type: none"> ▪ A good standard of general education. ▪ A recognised Degree/Diploma or equivalent qualification in Social Work i.e. Degree, DipSW, CQSW etc. ▪ Registration with the Care Council 		<p>Application Form</p> <p>Documents.</p>
5. ATTITUDE AND MOTIVATION	<ul style="list-style-type: none"> ▪ Commitment to Equal Opportunities and Anti-Discriminatory Practice. ▪ Motivation and enthusiasm for the role and responsibilities and an understanding of the tasks required. 		<p>Application Form</p> <p>Interview.</p>
6. OTHER (PLEASE SPECIFY)	<ul style="list-style-type: none"> ▪ A willingness to be professionally supervised and an understanding of the importance of supervision. ▪ A willingness to take part in office duty systems including out of hours support where required by the post. ▪ Ability to drive/travel throughout the Vale or between locations as appropriate. 	<p>Experience of supervision</p> <p>Experience of office duty /on call systems.</p>	<p>Application Form</p> <p>Interview.</p>