



THE VALE OF GLAMORGAN COUNCIL

PERSON SPECIFICATION

POST NO:	V-CS-PP004	DESIGNATION:	SOCIAL WORKER	DEPARTMENT:	SOCIAL SERVICES
SECTION:	Children & Young People Services	COMPLETED BY:	Operational Manager	UPDATED:	August 2013

	ESSENTIAL	DESIRABLE	ASCERTAINED BY
1. EXPERIENCE	<ul style="list-style-type: none"> ▪ Experience of Statutory Children’s Services Social Work. ▪ Experience of working within fostering services ▪ Experience of working in partnership with other Agencies ▪ Experience of the All Wales Child Protection Procedures ▪ Experience of the National Framework for the Assessment of Children in Need and their Families ▪ Experience of undertaking fostering (Form F) assessments. ▪ Experience of the Looked After Children system ▪ Experience of the Integrated Children’s System (ICS) 		Application Form Interview
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. ▪ National Assessment Framework. ▪ Child Development. ▪ Fostering Regulations ▪ National Minimum Standards Fostering 		Application form Interview

	ESSENTIAL	DESIRABLE	ASCERTAINED BY
	<ul style="list-style-type: none"> ▪ 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. 	Ability to communicate through the medium of Welsh.	Application Form. Interview.
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 		Application Form Documents.
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. 		Application Form Interview.
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. ▪ A full, valid driving licence and use of a car with appropriate insurance 	Experience of supervision Experience of office duty /on call systems.	Application Form Interview.