



**THE VALE OF GLAMORGAN COUNCIL**

**PERSON SPECIFICATION**

<b>POST NO:</b>	All post numbers	<b>DESIGNATION:</b>	SOCIAL WORKER	<b>DEPARTMENT:</b>	SOCIAL SERVICES
<b>SECTION:</b>	Children & Young People Services	<b>COMPLETED BY:</b>	Head of Service	<b>UPDATED:</b>	August 2016

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

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