

PERSON SPECIFICATION

Note to Applicant: When completing your application form you should demonstrate the extent to which you have the necessary education, experience, knowledge and skills identified for the post.

Key: Assessed by Application Form: **A**
 Assessed at Interview: **I**
 Assessed by Test/ Exercise **T**
 Assessed by Documentary Evidence **D**

	Essential/ Desirable	Shortlisted Criteria	A	I	T	D
Education/ Qualifications						
<ul style="list-style-type: none"> Hold a Social Work qualification as recognised by the SW England or equivalent body 	Essential	✓	✓			✓
<ul style="list-style-type: none"> SW England registered 		✓	✓			✓
Experience/ Training						
<ul style="list-style-type: none"> Experience of working with Foster Carers and young people 	Desirable		✓	✓		
<ul style="list-style-type: none"> Experience of completing Form F Assessment of Foster Carers 	Desirable		✓			
<ul style="list-style-type: none"> Experience of providing effective social work for children/young people and their families/carers 	Essential	✓	✓	✓	✓	
Knowledge/Skills						
<ul style="list-style-type: none"> Knowledge of childcare legislation, statutory guidance and local child protection procedures 	Essential	✓	✓	✓		
<ul style="list-style-type: none"> Knowledge and understanding of statutory frameworks and guidance for children's social work 	Essential	✓	✓	✓		
<ul style="list-style-type: none"> Knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors 	Essential	✓	✓		✓	
<ul style="list-style-type: none"> Ability to summarise, analyse and evaluate complex information 	Essential	✓			✓	
<ul style="list-style-type: none"> Ability to write concise reports and possess good verbal communication skills 	Essential	✓		✓	✓	
<ul style="list-style-type: none"> Computer literacy with an understanding and practical application of the use of IT and electronic communications at a level commensurate with the responsibilities of the role 	Essential	✓	✓	✓		
Personal Qualities						
<ul style="list-style-type: none"> Ability to communicate clearly and sensitively with young people and adults 	Essential		✓	✓		
<ul style="list-style-type: none"> Be able to demonstrate effective communication in writing 	Essential	✓	✓	✓		
<ul style="list-style-type: none"> Ability to work in partnership with placing authorities. 	Essential			✓		
<ul style="list-style-type: none"> Ability to work on own initiative and as part of a team 	Essential		✓	✓		
<ul style="list-style-type: none"> Ability to work with a degree of autonomy, in a creative manner, within Company policies and procedures 	Essential			✓		

<ul style="list-style-type: none"> Reliability, flexibility and dependability 	Essential		✓	✓		
<ul style="list-style-type: none"> Ability to create a positive working environment where people have the opportunity to reach their potential 	Desirable			✓		
<ul style="list-style-type: none"> Ability to maintain confidentiality 	Essential		✓	✓		
<ul style="list-style-type: none"> Ability to work under pressure and handle changing priorities 	Essential	✓	✓	✓		
<ul style="list-style-type: none"> Takes professional accountability for own work 	Essential		✓	✓		
Equality, Diversity and Inclusion						
<ul style="list-style-type: none"> Ability to actively support and promote Equal Opportunities 	Essential		✓	✓		
<ul style="list-style-type: none"> Ability to keep abreast with diversity news and information covering the different protected characteristics 	Essential		✓			
<ul style="list-style-type: none"> To manage caseloads with consideration to specific diversity needs 	Essential		✓			
Miscellaneous						
<ul style="list-style-type: none"> A commitment to providing a professional and high quality service 	Essential			✓		
<ul style="list-style-type: none"> Ability and willingness to work flexibly including weekend, early morning and evening work as necessary 	Essential			✓		
<ul style="list-style-type: none"> Must possess a full driving licence 	Essential	✓	✓			✓
<ul style="list-style-type: none"> To participate in the 24 hour on call duty system 	Essential			✓		
<ul style="list-style-type: none"> A DBS Disclosure check at an enhanced level is required for this post 	Essential			✓		
<ul style="list-style-type: none"> Be open to direction, using initiative to seek advice where necessary 	Essential			✓		