



Person specification			
<b>Post title</b>	Youth Offending Service Social Worker (AYSE &/or Qualified)	<b>Grade</b>	ASYE - Pay Band J / New SCP 26 [Fixed Term for One Year] Qualified - Pay Band J / New SCP 27-28 Experienced - Pay Band L – SCP 32-33  Following successful progression under Knowsley Social Work framework
<b>Service Area</b>	Children’s Services	<b>Section/team</b>	Youth Offending Service

**\*\*\* 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
<b>Skills, knowledge, experience</b>			
S1	Understanding of and ability to embrace the ‘Key Qualities’ of KMBC and the Vision Statement of Knowsley Youth Offending Service.	E	A   E
S2	To have substantial experience in working with challenging children and their families.	E	A   E
S3	Practice knowledge and understanding of current Children’s & Youth Justice legislation	E	A   E
S4	An understanding of child development, the impact of adverse childhood experiences on factors that lead children to become involved in offending.	E	A   E
S5	Ability to produce accurate & timely written records & reports.	E	A
S6	Skills in assessment, planning and interventions, including trauma led delivery	E	A   E

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	of offending behaviour interventions.		
S7	An understanding of and commitment to Restorative Practice and its application with children.	E	A I E
S8	Good communication skills and the ability to work positively with others in a multi-agency Team.	E	A I
S9	Ability to assess and manage the 3 domains of risk in relation to public protection and safeguarding.	E	A I
<b>Personal attributes and circumstances</b>			
P1	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	E	A/I/P
P2	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	E	A/I/P
P3	A demonstrable willingness to share information and work with other people.	E	A/I/P
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	E	A/I/P
P5	Commitment to working according to the objectives of the Youth Justice System such as Youth Justice Board Case Management Guidelines, National/Local Standards and Inspectorate Standards	E	A / I
P6	The ability to work evenings and weekends to meet the needs of the service	E	A / I
P7	Show a demonstrable commitment to good practice in equality and diversity, with knowledge of how children within the criminal justice system can be discriminated against	E	A / I
P8	Full Driving Licence and access to a car to enable travel as and when required	E	A
<b>Communication</b>			
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.	E	A / I
<b>Qualifications</b>			

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Q1	Professional Social Work Qualification	E	A /C
Q2	Current registration with the Health & Care Professions Council (HCPC)	E	A /C
<b>Health and safety</b>			
H1	Ability to use equipment as instructed and trained	E	A
H2	Ability to inform management of any health and safety issues which could place individuals in danger	E	A/I

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

Date	Approved by authorised manager	Designation
31/10/19	Celine Gafos	YOS Service Manager

**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:**

- **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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