



Person specification			
<b>Post title</b>	Social Worker	<b>Grade</b>	Pay Band L / SCP 38-39
<b>Service Area</b>	Adult Social Care	<b>Section/team</b>	Adult Social Care

**\*\*\* 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	Ability to illustrate understanding of general social work principles and knowledge, the role and function of a social worker in the field of adult social care, including the use of an asset based model of social work delivery.	E	A/I
S2	Knowledge of The Mental Health Act, The Mental Capacity Act and Deprivation of Liberty Safeguards in the context of adult service users.	E	A/I
S3	Thorough Knowledge of the Care Act 2014 and its implementation	E	A/I
S4	Thorough knowledge of Social Work England Code/Standards of Conduct and ethics and Standards of proficiency	E	A/I
S5	To have an understanding of the role of other agencies and skills to build relationships to the benefits of multi-agency working	E	A/I
S6	Ability to research cascade and incorporate new guidance and procedure into work quickly and effectively and use to inform professional decision making.	E	A/I
S7	Ability to write concise reports and maintain appropriate social work records	E	A/I
S8	Evidence of continuous professional development	E	A/I
S9	Ability to demonstrate in-depth knowledge of theory and practice of care assessment	E	A/I
S10	Ability to develop practical and procedural knowledge across a defined	E	A/I

January 2021





	specialist area		
S11	Ability to apply critical reflection and analysis to complex case	E	A/I
S12	Demonstrate a commitment to safeguarding and promote the welfare of adults and their carers.	E	A/I
S13	Ability to make informed vulnerable adult/child centred judgements	E	A/I
S14	Ability to communicate effectively and undertake direct work with vulnerable adults, children and young people	E	A/I
S15	Ability to produce excellent vulnerable adult/child centred and outcome focused reports and plans	E	A/I
S16	Ability to demonstrate excellent organisational skills and to prioritise and manage fluctuating caseloads	E	A/I
S17	Ability to effectively undertake partnership working with vulnerable adults, children, young people and families	E	A/I
S18	Ability to meet the demands of the service and produce work to a high standard within set timescales	E	A/I
S19	Ability to be solution focused in relation to case work and service development, resolving familiar routine problems autonomously	E	A/I
S20	Ability to recognise and promote safety, health, wellbeing and emotional resilience for both self and colleagues	E	A/I
S21	Ability to follow through on agreements and demonstrate client empathy	E	A/I
S22	Ability to take advantage of, and use, information technology including LAS, EHM, ICS, RiO and other systems	E	A/I
S23	Ability to work within professional and ethical standards including Social Work England Professional Standards	E	A/I
S24	Ability to work flexibly	E	A/I
S25	Work as part of a team with colleagues and other agencies to achieve the best outcomes for Knowsley residents.	E	A/I

January 2021





<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
P2	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	E	A/I
P3	A demonstrable willingness to share information and work with other people.	E	A/I
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
P5	Ability to understand and demonstrate a commitment to equality and diversity	E	A/I
P6	Ability to demonstrate a commitment to own professional development and that of other colleagues	E	A/I
P7	This post is designated essential/ Sessional car user therefore regular access to a car or equivalent mobility is required.	E	A/I
<b>Communication</b>			
C1	The Ability to communicate in a professional Manor	E	A/I
C2	The Ability to Communicate as part of a team	E	A/I
C3	Complete and submit to a high standard legal reports and documents within timescales	E	A/I
<b>Qualifications</b>			
Q1	Social Work Degree or equivalent qualified or graduation pending	E	C
Q2	Current registration with Social Work England	E	C
Q3	Approved Mental Health Professional Qualified or willingness to undertake	D	C
Q4	BIA qualification or willingness to undertake	D	I/C
<b>Health and safety</b>			
H1	Ability to ensure suitable and sufficient risk assessments are undertaken for personal safety and the safety of others	E	A/I
H2	Ability to inform management of any health and safety issues which could place individuals in danger	E	A/I

January 2021





H3	Ability to use equipment as instructed and trained	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
May 2021	Shaun Lockett	ASC Service Manager Mental Health

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.

January 2021

