



PERSON SPECIFICATION	
Post Title	Social Worker
Salary Band/Range	Band F
Responsible to	Mr Nicholas Halligan
Location	Arden Multi Academy Trust (working across our secondary schools)
DBS Check	Yes
Special Conditions	<p>This is an essential car user post as the demands of the job make it operationally essential and there is a contractual requirement to make a suitable vehicle available to ensure the requirements of the job can be carried out effectively.</p> <p>Applicants must be able to drive, have a driving licence and be a car owner, however for disabled applicants, reasonable adjustments will be made where required. Business Use car insurance will be required.</p>

	Essential Criteria	Desirable Criteria	Measured By
Education & Qualifications	<ul style="list-style-type: none"> • Degree in Social Work • Current registration with Social Work England or working towards • Relevant Safeguarding and Child Protection qualifications 	<ul style="list-style-type: none"> • Evidence of continuous professional development e.g. completion of ASYE, Practice Educator etc 	Application Form Certificates CPD Log
Experience & Knowledge	<ul style="list-style-type: none"> • A sound knowledge of relevant childcare legislation, including a clear understanding of 'Working Together to Safeguard Children'. 		Interview
	<ul style="list-style-type: none"> • Significant experience of working with children, young people and families. 	<ul style="list-style-type: none"> • Experience of working in a statutory social work setting. 	Application Form Interview
	<ul style="list-style-type: none"> • Knowledge and understanding of relevant child, and adolescent, development theories and models. 	<ul style="list-style-type: none"> • Knowledge and understanding of attachment theory, signs of safety etc. 	Interview

	Essential Criteria	Desirable Criteria	Measured By
	<ul style="list-style-type: none"> • Significant post qualifying experience of undertaking high quality, analytical and timely assessments to inform the delivery of a range of interventions to promote change. 	<ul style="list-style-type: none"> • Experience of writing outcome focused plans based on identified needs 	<p>Application Form</p> <p>Interview</p>
	<ul style="list-style-type: none"> • Knowledge of current social work policies/practices both national and regional. 		
Skills & Abilities	<ul style="list-style-type: none"> • Ability to recognise signs of harm, abuse or neglect and respond to them appropriately to improve safeguarding. 		<p>Interview</p> <p>Assessment</p>
	<ul style="list-style-type: none"> • The ability to effectively communicate complex and sensitive information verbally and in writing to children, young people and families in a timely way, as well as effective report and assessment writing skills. 		<p>Application Form</p> <p>Interview</p>
	<ul style="list-style-type: none"> • Effective judgement skills including the ability to demonstrate sound evidence-based decisions. 		<p>Interview</p> <p>Assessment</p>
	<ul style="list-style-type: none"> • Ability to work as part of a team and make contributions to the development of services through a team approach. 		<p>Application Form</p> <p>Interview</p>
	<ul style="list-style-type: none"> • Effective IT Skills using Microsoft Office packages Word and Outlook (or equivalent) and also the use of databases. 		<p>Interview</p>
	<ul style="list-style-type: none"> • Ability to prioritise and work effectively on own initiative as well as within a team. 		<p>Interview</p>
	<ul style="list-style-type: none"> • Ability to build effective relationships with children, young people and families to achieve positive outcomes. 		<p>Application Form</p> <p>Interview</p>
	<ul style="list-style-type: none"> • Ability to work collaboratively in partnership with other agencies to promote positive change for children, young people and their families. 		<p>Interview</p>

	Essential Criteria	Desirable Criteria	Measured By
Other Requirements	<ul style="list-style-type: none">• Ability to listen effectively so that the views of the children and their parents/carers, affect appropriate involvement in care planning.		Interview