



Person specification			
Post title	Social Worker – Emergency Duty Team	Grade	Pay Band L / SCP 32-33
Service Area	Adult Social Care	Section/team	Emergency Duty Team- Mental Health

***** 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
Skills, knowledge, experience			
S1	Minimum 2 years post qualification experience in statutory Social Care service	E	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	I
S3	Thorough Knowledge of the Care Act 2014	E	I
S4	Thorough knowledge of Social Work England Code/Standards of Conduct and ethics and Standards of proficiency	E	I
S5	Knowledge of the Assessment Framework and other relevant assessment and planning tools.	E	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	I
S7	Ability to demonstrate advanced skill level in applying needs-led assessment and planning.	E	I
S8	Evidence of continuous professional development	E	I
S9	Ability to demonstrate in-depth knowledge of theory and practice of care assessment	E	I
S10	Ability to develop practical and procedural knowledge across a defined specialist area	E	I

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

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P1	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	E	I
P2	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	E	I
P3	A demonstrable willingness to share information and work with other people.	E	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	I
P5	Ability to understand and demonstrate a commitment to equality and diversity	E	I
P6	Ability to demonstrate a commitment to own professional development and that of other colleagues	E	I
P7	This post is designated essential/ Sessional car user therefore regular access to a car or equivalent mobility is required.	E	I
Communication			
C1	The Ability to communicate in a professional Manor	E	I
C2	The Ability to Communicate as part of a team	E	I
C3	Complete and submit to a high standard legal reports and documents within timescales	E	I
Qualifications			
Q1	Social Work Degree or equivalent	E	I/C
Q2	Current registration with Social Work England	E	I/C
	Approved Mental Health Professional Qualified and Approved	E	I/C
	If you do not hold a BIA qualification you must be willing to undertake training for this role within 2 years of appointment	D	I/C
Health and safety			
H1	Ability to ensure suitable and sufficient risk assessments are undertaken for personal safety and the safety of others	E	I
	Ability to use equipment as instructed and trained		

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H2	Ability to inform management of any health and safety issues which could place individuals in danger	E	I

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

Date	Approved by authorised manager	Designation
March 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.

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