



Person Specification			
<b>Post title</b>	Local Authority Designated Officer (LADO)	<b>Grade / Salary</b>	Grade Q SCP 42-43

**\* \* \* 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**

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
<b>Skills, knowledge, experience</b>		
S1	Ability to take the lead responsibility for a LADO service, dealing with allegations or concerns about adults in a position of trust with children	CV, I, T
S2	Ability to manage matters arising from an allegation that a person in a position of trust has harmed or is a risk to children	CV, I, T
S3	Ability to safeguard and promote the welfare of children and vulnerable adults	CV, I, T
S4	Possess a detailed knowledge of relevant statutory frameworks for safeguarding children and understanding of the IRO handbook	CV I, T
S5	Experience of managing and chairing complex child protection and children in care reviews	CV, I, T
S6	Evidence of effective networking with partner agencies in safeguarding children	CV, I, T
S7	Sound understanding of the safeguarding responsibilities of partner agencies	CV, I, T
S8	Experience of coordinating complex child protection enquiries	CV, I, T
S9	Proven record of effective leadership and management in safeguarding children	CV, I, T
S10	Experience of working with regulatory bodies	CV, I, T
S11	Evidence of support and challenge to promote good standards of children’s social care	CV, I,T

June 2024





Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Demonstrate an ability to communicate in an open and honest manner	CV, I
P3	Demonstrate a commitment to continuous learning and development	CV, I
P4	Demonstrate a commitment to improving services	
Communication		
C1	Communication and Interpersonal Skills -to provide information to a high standard both orally and in writing	CV, I
C2	To use non-discriminator and anti-oppressive language	CV, I
C3	Promote positive working relationships in and across teams and with partners in statutory, voluntary and third sector organisations, using strategies for collaboration and negotiation	CV, I
Qualifications		
Q1	CQSW/Dip SW/CSS	CV/C
Q2	Registered with Social Work England	CV/C
Q3	This post requires an enhanced DBS – which will be reviewed every three years	CV/C

**CV/SS** = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview  
**P** = Presentation **AC** = Assessment Centre **T** = Test

**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**

June 2024





*Knowsley Council*

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.

*June 2024*

