



Person specification			
Post title	Social Worker – Mental Health	Grade	Pay Band L / SCP 32-33 / £41,511 - £42,708 per annum
Service Area	Adult Social Care	Section/team	Adult Social Care - 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	Method of assessment
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.	CV/SS, I
S2	Knowledge of The Mental Health Act, The Mental Capacity Act and Deprivation of Liberty Safeguards in the context of adult service users.	CV/SS, I
S3	Thorough Knowledge of the Care Act 2014 and its implementation	CV/SS, I
S4	Thorough knowledge of Social Work England Code/Standards of Conduct and ethics and Standards of proficiency	CV/SS, I
S5	Evidence of continuous professional development	CV/SS, I
S6	Ability to apply critical reflection and analysis to complex case	CV/SS, I
S7	Demonstrate a commitment to safeguarding and promote the welfare of adults and their carers.	CV/SS, I
S8	Ability to produce excellent person centred and outcome focused reports and plans	CV/SS, I
S9	Ability to demonstrate excellent organisational skills and to prioritise and manage fluctuating caseloads	CV/SS, I
S10	Ability to meet the demands of the service and produce work to a high standard within set timescales	CV/SS, I

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S11	Ability to recognise and promote safety, health, wellbeing and emotional resilience for both self and colleagues	CV/SS, I
S12	Ability to work within professional and ethical standards including Social Work England Professional Standards	CV/SS, I
S13	Ability to work flexibly	CV/SS, I
S14	Work as part of a team with colleagues and other agencies to achieve the best outcomes for Knowsley residents.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability,	CV/SS, I
P2	Ability to understand and demonstrate a commitment to equality and diversity	CV/SS, I
P3	Regular access to a car or equivalent mobility is required.	CV/SS,
Communication		
C1	The Ability to communicate in a professional manor	CV/SS, I
C2	The Ability to Communicate as part of a team	CV/SS, I
C3	Complete and submit to a high standard legal reports and documents within timescales	CV/SS, I
Qualifications		
Q1	Social Work Degree or equivalent – 2 years post qualifying	CV/SS, I / C
Q2	Current registration with Social Work England	CV/SS, I / C
Q3	Approved Mental Health Professional Qualified or willingness to undertake	CV/SS, I
Q4	BIA qualification or willingness to undertake	CV/SS, I

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**

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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.

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