



Person specification			
Post title	Local Authority Designated Officer (LADO)	Grade	Q / SCP 42-43 / £51,802 - £52,805 pro rata per annum

*** * * 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
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/SS / I
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/SS / I
S3	Ability to safeguard and promote the welfare of children and vulnerable adults	CV/SS / I
S4	Possess a detailed knowledge of relevant statutory frameworks for safeguarding children and understanding of the IRO handbook	CV/SS / I
S5	Experience of managing and chairing complex child protection and children in care reviews	CV/SS / I
S6	Evidence of effective networking with partner agencies in safeguarding children	CV/SS / I
S7	Sound understanding of the safeguarding responsibilities of partner agencies	CV/SS / I
S8	Experience of coordinating complex child protection enquiries	CV/SS / I
S9	Proven record of effective leadership and management in safeguarding children	CV/SS / I
S10	Experience of working with regulatory bodies	CV/SS / I
S11	Evidence of support and challenge to promote good standards of children’s social care	CV/SS / I
S12	Ability to understand and follow Council procedures.	CV/SS / I
Personal attributes and circumstances		

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P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
Communication		
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people’s points of view.	CV/SS / I
C2	To understand the principles of GDPR as the role requires working with highly confidential and sensitive data.	CV/SS / I
C3	Ability to understand and interpret complex written reports and policy documents, including the ability to evaluate the arguments	CV/SS / I
Qualifications		
Q1	Registered with Social Work England and qualified	CV/SS / C
Q2	CQSW/Dip SW/CSS	CV/SS / C

CV/SS = Curriculum Vitae/Supporting Statement **C** = Certificate **I** = Interview

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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