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| **SEFTON COUNCIL –**  **Children’s Social Care –**  **Children with Complex Needs**  **Aiming High Short Breaks**  **PERSON SPECIFICATION** |
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| **Job Title:**  **Grade**:  **JE** | **Aiming High Short Breaks**  **Outreach Worker**  **G**  Please read the guidance notes before completing your application form. Please demonstrate, with examples, how you meet the criteria for the post, as set out below. |  |  |

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| **Personal Attributes Required** |  |  |
|  | **Essential or Desirable** | **Method of Assessment** |
| **Qualifications** |  |  |
| 1. Level 3 qualification or above relating to Social Work, Children and Young People, Education, Teaching, Health, Community Work or equivalent. | E | AF/C/I |
| 1. Evidence of continuous professional development | D | AF/C/I |
| **Experience** |  |  |
| 1. To have worked in supportive and practical roles with children and young people with additional needs, health needs and profound and complex disabilities. | E | A/I |
| 1. To have used excellent interpersonal and communication skills within a professional setting | E | A/I |
| 1. To have experience working with families. | E | A/I |
| 1. To have a non-oppressive approach to working with children, young people and their families. | E | A/I |
| **Demonstrable skills, knowledge and aptitudes** |  |  |
| 1. Knowledge of appropriate legislative frameworks, statutory guidance and processes: Children Acts 1989 and 2004, Short Breaks for Disabled Children Statutory Guidance (2010) Working Together to Safeguard Children, Children and Family Act (2014), Equality Act (2010). | E | A/I |
| 1. Knowledge of methods of communication such as Picture Exchange Communication Systems, Objects of Reference, sign language and social stories. | D | AF/I |
| 1. Knowledge and understanding of mainstream child development and how the pathways for development may differ for children and young people with additional and complex needs. | E | AF/I |
| 1. Understanding of how assessments and plans inform and improve the lived experience of children with complex needs (such as Social Work Assessments, Child in Need Plans and Education, Health and Care Plans) and a commitment to implementation. | E | AF/I |
| 1. Ability to communicate effectively with children and young people and ensure that they feel understood and valued. | E | AF/I |
| 1. To undertake direct work with children and young people towards agreed goals within an agreed timeframe. | E | AF/I |
| 1. Sound knowledge of effective safeguarding practices. | E | AF/I |
| 1. Ability to write accurate records | E | AF/I |
| 1. Ability to effectively undertake partnership working with children, young people and families. | E | AF/I |
| 1. Ability to follow through on agreements with children, young people and families and demonstrate empathy. | E | AF/I |
| 1. Ability to meet the demands of the service and produce work to a high standard within set timescales. | E | AF/I |
| 1. Ability to be solution focused and resolve familiar, routine problems autonomously. | E | AF/I |
| 1. Ability to use information and communication technology. | E | AF/I |
| 1. A working understanding of legislation covering the collection, storage and retrieval of information. | E |  |
| 1. A commitment to confidentiality. |  |  |
| 1. Ability to work within professional and ethical standards including the Social Work England professional codes. | E | AF/I |
| 1. Commitment to continuous professional development. | E | AF/I |
| **Special requirements** |  |  |
| This post is registered as exempt from the Rehabilitation of Offenders Act 1974 and in accordance with the Police Act; the successful candidate must be able to obtain satisfactory Enhanced Disclosure and Barring service (DBS) in order to be appointed to the post. In this respect a criminal record check will be undertaken prior to confirmation of appointment. | E | C |
| This post is designated casual car user. | D | AF/I |
| **Other** |  |  |
| Ability to understand and demonstrate a commitment to equality and diversity. | E | A/I |
| Must be legally entitled to work in the UK. | E | A/I |
| The Council operates a no smoking policy. Employees are not allowed to smoke in the workplace or to take smoking breaks during work time. | E | A/I |