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| Bury Council |

# PERSON SPECIFICATION

# CHILDREN, YOUNG PEOPLE AND CULTURE

Independent Reviewing Officer

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| SHORT LISTING CRITERIA | ESSENTIAL | DESIRABLE |
| Registration with the Health and Care Professional Council (HCPC) | ✓ |  |
| Satisfactory disclosure at appropriate level under the Disclosure and Barring Service (DBS) | ✓ |  |
| Professional Social Work qualification DiPSW, Degree, masters or equivalent | ✓ |  |
| Extensive post Level 3 experience in fieldwork setting including Child Protection, Child Sexual Exploitation and Statutory Child Care: Detail how your experience is relevant to the post of Independent Reviewing Officer | ✓ |  |
| Supervisory Experience: detail your experience of managing and supervising staff, demonstrate an extensive knowledge & experience within Childrens statutory services. | ✓ |  |
| Experience of chairing professional meetings and include the range of meetings you have chaired. | ✓ |  |
| Knowledge and understanding of the Children Act, associated guidance and recent changes relating to child protection and looked after children. | ✓ |  |
| Ability to lead in decision making and planning within the inter-agency context. | ✓ |  |
| Experience in delivering, contributing to or developing inter-agency or single agency training |  | ✓ |
| Ability to prioritise and manage your workload and maintain appropriate records in appropriate timescales | ✓ |  |
| Demonstrate your ability to work effectively with partners. | ✓ |  |
| Ability to balance risks and needs for a child/young person when assessing their safety. | ✓ |  |
| Ability to enable engagement and planning ensuring the voice of the child is heard and included within their planning, and focus a child/young person into engaging with this process. | ✓ |  |
| Ability to ensure your ongoing personal and professional development. | ✓ |  |
| Ability to work effectively as part of a team. | ✓ |  |
| Ability to challenge other professionals and families. | ✓ |  |

CRITERIA FOR INTERVIEW AND OTHER ASSESSMENT METHODS

The short-listing criteria listed plus the following:

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| ASSESSMENT METHOD | CRITERIA |
| Interview | Ability to challenge and negotiate to achieve outcomes with professionals and family members as part of developing multi agency children’s plans. |
| Interview | Ability to effectively chair professional meetings. |
| Interview | Ability to prioritise work in order to meet strict deadlines. |
| Interview | Ability to promote a quality service for children subject to a Child Protection Plan and those Looked After. |
| Interview | Ability to contribute to the development of new approaches to meet the needs of young people. |

The post holder is responsible for Employees Duties as specified with the Corporate and Departmental Health and Safety Policies.

Bury Council is committed to equality, diversity and inclusion, and expects all staff to comply with its equality related policies/procedures, and to treat others with fairness and respect.

As an employee of Bury Council you have a responsibility for, and must be committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults and for ensuring that they are protected from harm.

As an employee of Bury Council you should contribute to a culture that values and supports the physical and emotional wellbeing of your colleagues