

PERSON SPECIFICATION

JOB TITLE: IRO/CP Chair

GRADE: 13

PREPARED BY: A Sheen / S Dear

DEPARTMENT: Safeguarding Unit

POST NO: 50039346

DATE: August 2014 / May 2017

E = ESSENTIAL D = DESIRABLE		SOURCE OF EVIDENCE - APPLICATION = A TEST = T INTERVIEW = I
	1. EXPERIENCE, direct work experience, other relevant experience. W = 5	
E	Considerable experience of chairing complex multi-disciplinary meetings including children, their parents and carers and resolve conflicts effectively	A/I
E	Considerable experience of managing cases within the context of complex child care social work including LAC and CP cases this should include experience of direct work with children and their families under the Children Act 1989 in court proceedings, child protection and in family support.	A
	2. KNOWLEDGE, without which the job cannot be done effectively. W = 5	
E	Thorough knowledge of the child care and protection legislation, regulations and guidance (including the IRO Handbook and Working Together).	I
E	Knowledge and understanding of the principles behind permanency planning for children and young people, the nature of abuse and the principles behind safeguarding children.	I
E	A thorough understanding of child abuse and the impact of child abuse on children.	I
	3. SKILLS & ABILITIES, Essential/Capable of doing, Desirable/Able to train. W = 5	
E	The ability to work collaboratively. Including the ability to resolve conflicts and negotiate effectively with colleagues while maintaining independence and keeping the child's interests as the paramount factor in making decisions.	A/I
E	An ability to address issues of equality and discrimination effectively and to promote access to appropriate services, based on a clear understanding of discrimination, including, institutionalised racism and the equality act.	A/I
E	Ability to effectively identify and challenge social work practice and areas of concern regarding the plans made for a child or group of children.	A/I
E	Ability to promote and champion children's rights and participation.	A/I
E	Ability to assess risks, children's emotional, psychological and development needs and family functioning.	A/I
E	Ability to evaluate plans and make appropriate decisions which safeguard children and promote their welfare.	A/I
E	Excellent personal and administrative organisation skills, including use of ICS and Microsoft office.	A/I
E	Ability to performance manage improvements in service delivery and outcomes for children by undertaking quality assurance responsibilities, including analysing, interpreting and reporting management information.	A/I
E	The ability to be able to produce original reports of a high standard and to be able to analyse the impact of risk.	A/I
E	A skilled communicator, able to manage complex situations and orchestrate rigorous and effective plans to secure positive outcomes for children.	I
	4. QUALIFICATIONS, TRAINING & EDUCATION, also identify training to be given. W = 5	

E	Educated to degree level or equivalent social work qualification.	A
E	Registered with Social Work England	A
E	Evidence of ongoing professional training and development in line with the requirements as set out by Social Work England.	A
E	Use of relevant in-service or post qualification training, particularly Child Protection and Information Technology courses.	A
	5. PERSONALITY, SOCIAL SKILLS, Relationships, thinking style, disposition. W = 4	
E	Excellent communication skills.	I
E	Ability to work independently and as part of a team.	A/I
E	To be passionate about improving outcomes for children.	A/I
	6. OTHER FACTORS, Physical, Mobility, Availability, Conditions, etc. W = 5	
D	Clean UK driving licence and applicants must be able to meet the travel requirements of the role.	A
E	Responsibility for safeguarding and promoting the welfare of children and young people.	
	CONTRA INDICATIONS, if any W =	