

Line managers have additional responsibilities for ensuring all health and safety risks under their management are identified, assessed and controlled, with specialist input from H&S Advisers and others including Occupational Health where required. Where the risks cannot be adequately controlled the activity should not proceed

EMPLOYEE SPECIFICATION: Justice Social Worker

Council Core Competencies:

<p>These Council Core Competencies apply to all positions: Being Customer/Client Focused Working Effectively with Others Managing Change Taking Ownership and Responsibility Communicating Effectively Planning and Decision Making</p>		
<p>These Council Core Competencies apply to positions with responsibility for managing people or resources: Leading Others Managing Performance and Developing others Political Sensitivity</p>		
Social Worker	Essential	Desirable
Experience	Previous work or student placement experience that demonstrates an ability to transfer knowledge, skills and practice	<p>Previous experience of working with adults or young people with challenging behaviour</p> <p>Previous experience of working in a justice setting</p> <p>Previous experience of working in a secondary setting</p>
Knowledge, Skills and Understanding	<p>Knowledge of social work legislation and social policy</p> <p>Knowledge of social work theory and possible explanations for offending behaviour and desistance</p>	<p>Knowledge of Scottish Government's National Outcomes and Standards for Social Work Services in the Criminal Justice system and other key policies and guidelines</p> <p>Knowledge of the research on effective practice with people who have offended</p> <p>Knowledge and understanding of the impact of trauma into</p>

		<p>adulthood, trauma enhanced practice and evidence-based approaches when working with complex trauma survivors</p> <p>Understanding of the complexities of, and the impact of, domestic abuse on adults and children</p>
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Qualifications and Training	<p>Social work qualification recognised by the Scottish Social Services Council (SSSC)</p> <p>Registration with SSSC</p> <p>Adherence to the values and principles enshrined in the SSSC Code of Practice</p> <p>A desire to develop professional knowledge, skills and practice</p>	<p>Previous training relevant to the post applied for</p> <p>Post qualifying training – working towards the Post Qualifying or Advanced Award or other residential assessment training</p> <p>Child and Adult Protection training</p>

	<p>through training and continuous professional development opportunities</p>	<p>RMA Risk Practice Training</p> <p>Training in and experience of the use of a wide range of approved risk assessment tools</p> <p>Other relevant training (e.g. MF:MC, Caledonian, Safe and Together).</p>
<p>Job Specific Requirements</p>	<p>An ability to work prescribed standards set within the framework of NOS and the Criminal Justice Branch procedures and policy</p> <p>An understanding of the issues around managing change in self, others or organisations</p> <p>An understanding of professional and personal authority, how to exercise discretion and how to use it appropriately</p> <p>An ability to communicate and engage with others</p> <p>An ability to establish and maintain working relationships</p> <p>An ability to reflect on practice – self, others and the organisation</p> <p>An understanding of assessment and management issues in relation to risk and need</p> <p>An ability to undertake assessments</p> <p>An understanding of anti discriminatory practice</p> <p>An understanding of offending behaviour work which is victim focused</p>	<p>Driving Licence</p>
<p>Applicants should always check the Job Vacancy Summary for any specific employee specification requirements for the advertised vacancy.</p>		