

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:

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

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

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