

# The Bishop of Winchester Academy

## Person Specification

### Educational Social Worker

This person specification will be used in shortlisting and interviewing to select the best candidate. Each applicant should, therefore, address the person specification in your written application and where appropriate you should give examples of how you meet the criteria.

	Essential	Desirable	Method of Assessment
<b>Ethos</b>			<b>Application – A Interview - I</b>
Support the sponsors' vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy.	✓		I
Each post holder must share the commitment of the sponsors' principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope.	✓		I
In sympathy with the ethos of the academy, including a commitment to co-operation and helpfulness and a concern for the wellbeing of others	✓		I
All academy post-holders are expected to contribute to the development of young people and the community.	✓		I
<b>Experience</b>			
Minimum of 1 years' social work experience	✓		A & I
Working with young people with a history of trauma and enhanced needs	✓		A & I
Working in a school environment		✓	A & I
Experience of leading or facilitating staff training in Safeguarding		✓	A & I
<b>Skills, Knowledge and Abilities</b>			
A deep understanding of Safeguarding processes and legislation	✓		A & I
Clear understanding of updated Social Work legislations and policies	✓		A & I
Excellent organisation and administrative skills	✓		A & I
Energetic, open-minded and flexible approach		✓	A & I
Ambitious and outcome-focused		✓	A & I
Excellent communicator	✓		A & I
Ability to recognise and appreciate the confidential nature of some work undertaken and to work to academy policies	✓		A & I
Ability to work effectively with other colleagues	✓		A & I
Ability to work independently, managing own workload and use initiative		✓	A & I
Good written and verbal communication skills	✓		A & I
Excellent interpersonal skills both in working relationships with young people and in forming effective professional relationships with a wide range of contacts	✓		A & I
Committed to working in ecumenical and multi-faith settings	✓		A & I
Confidence to lead, inspire and contribute own ideas and initiatives and be a visible presence in the academy		✓	A & I
Committed to being a Safeguarding champion for the Academy	✓		A & I
Knowledge of SIMS (Management Information System)		✓	A & I
Knowledge of My Concern Safeguarding System		✓	A & I
<b>Education, Training and Qualifications</b>			
Degree in Social Work	✓		A
Evidence of Safeguarding training and willingness to undertake regular training	✓		A
Evidence of DDSL training and/or willingness to undertake regular DDSL training		✓	A
<b>Personal and other</b>			
Fully committed to all Academy Policies	✓		A & I
Willingness to attend relevant training	✓		A & I
Willingness to be involved in Safeguarding CPD for Academy Staff	✓		A & I
Flexibility and a readiness to undertake a wide range of tasks	✓		A & I
Ability to work outside of normal office hours on occasions		✓	A & I
A Full Driver's Licence and access to own vehicle	✓		A