

## PERSON SPECIFICATION – FAMILY SUPPORT WORKER

	Essential	Desirable
<b>Qualifications / Professional Development</b>	<p>The successful applicant must have:</p> <ul style="list-style-type: none"> <li>• A relevant qualification or experience of working in a social care field (Education/Community Work/Social Work)</li> <li>• Fully supported in reference (2 references)</li> <li>• A current driving licence</li> </ul>	<p>It is desirable that the successful applicant has evidence of:</p> <ul style="list-style-type: none"> <li>• Relevant professional development</li> <li>• Relevant safeguarding qualifications</li> </ul>
<b>Experience</b>	<p>The successful applicant must have experience of:</p> <ul style="list-style-type: none"> <li>• Working alongside vulnerable families and children or families and children in crisis</li> <li>• Working in partnership with professionals</li> <li>• Prioritising own workload and meeting deadlines under pressure</li> <li>• Communicating effectively, both written form and verbally</li> <li>• Identifying and supporting 'hard to reach' and vulnerable families</li> <li>• Working on own initiative</li> <li>• Chairing meetings</li> <li>• CAF/TAF process</li> <li>• Working as part of a team</li> <li>• Compiling statistical data</li> </ul>	<p>It is desirable that the successful applicant has:</p> <ul style="list-style-type: none"> <li>• Experience of Child Protection Conferences and reviews</li> <li>▪ Experience of Education Health Care Plans and the review process</li> <li>▪ Experience of working with children in an education/welfare setting</li> </ul>
<b>Knowledge and Understanding</b>	<p>The successful applicant must have knowledge of:</p> <ul style="list-style-type: none"> <li>• Childcare and child protection legislation, specifically The Children's Act 1989</li> <li>• Child Protection issues and thresholds</li> <li>• Child development</li> <li>• Issues that affect vulnerable children and their families</li> <li>• The importance of maintaining professional boundaries</li> </ul>	<p>It is desirable that the successful applicant has:</p> <ul style="list-style-type: none"> <li>• Knowledge of how a primary school works</li> <li>• Knowledge of support agencies available to children and families</li> <li>• Knowledge of SIMS</li> <li>• Knowledge of CPOMs</li> </ul>
<b>Skills</b>	<p>The successful applicant must be:</p> <ul style="list-style-type: none"> <li>• Able to demonstrate effective communication skills</li> <li>• Able to develop collaborative relationships with other services and colleagues</li> <li>• Able to manage and maintain accurate and up to date paperwork and Child Protection records</li> <li>• Able to take responsibility for their own professional development</li> <li>• Calm, emotionally strong and resilient</li> <li>• Friendly, approachable and have excellent people skills</li> </ul>	

<b>Self-Management</b>	<p>The successful applicant must be able to:</p> <ul style="list-style-type: none"> <li>• Adapt behaviours in response to feedback and be self aware</li> <li>• Plan and prioritise workload and schedules to meet the needs of children and families</li> </ul>	
<b>Attributes</b>	<p>The successful applicant must display:</p> <ul style="list-style-type: none"> <li>• A concern for the pastoral and emotional well-being of children; be approachable and empathetic</li> <li>• Self-confidence, resilience and perseverance</li> <li>• A willingness to support the ethos of the school</li> </ul>	