

	ESSENTIAL	DESIRABLE	HOW ASSESSED *
Knowledge / Qualifications	<ul style="list-style-type: none"> • Good standard of general education to GCSE level or equivalent. • NVQ 3 or equivalent relevant to the work. • Knowledge and understanding of child development. • Knowledge of safeguarding • Knowledge of social and emotional factors that affect a child's capacity to learn. • Knowledge Keeping Children Safe in Education • Knowledge of Working Together to Safeguard Children 	<ul style="list-style-type: none"> • NVQ4 or equivalent professional qualification relating to working with families. • Knowledge of available support services and referral routes. • Awareness of legislation affecting school attendance requirements. • Knowledge of Signs of Safety • Knowledge of CPOMS 	
Experience	<ul style="list-style-type: none"> • Minimum of 2 years relevant experience of working with parents and families. • Experience of delivering individual or group-based support packages • Assessment of needs within families and identification of threshold • Working alongside others to implement support packages • Awareness of the impact of parental behaviour/attitude on children's development. • Awareness of the stresses faced by families in current day society. • Evidence of multi-disciplinary working. • Work with disaffected children and young people. 	<ul style="list-style-type: none"> • Experience of parenting support packages • Experience of Leading Family Learning • Experience of running a PTA • Experience of being a Deputy DSL or supporting a DSL • Experience of My Family Plan 	
Skills / Abilities	<ul style="list-style-type: none"> • Excellent communication skills. • Working creatively and positively with pupils and families. • Good negotiation skills. • High quality report writing and recording. • Excellent interpersonal skills. • Ability to assess and manage risk in practice • Ability to work on own initiative. • Self-motivated. • Contribute to the development and effectiveness of work teams. • Deal with sensitive issues in a confidential manner. • Resilience 	<ul style="list-style-type: none"> • Co-working. • Support learning by giving constructive feedback and coaching. • Ability to undertake difficult conversations 	

Other	<ul style="list-style-type: none"> • Flexible attitude to work practices. • Positive attitude toward the development of personal and professional practice and training opportunities. • Commitment to anti-oppressive/anti-discriminatory practice and valuing diversity. • Work flexible hours e.g. evenings when necessary. 	<ul style="list-style-type: none"> • Specialist knowledge in one or more practice area. 	
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