



FAMILY SUPPORT WORKER PERSON SPECIFICATION

SPECIFICATION	ESSENTIAL	DESIRABLE
Qualifications / Training	Good standard of general education to GCSE level or equivalent, including English and mathematics	Degree or other relevant qualification
Experience	Knowledge and understanding of child development Awareness of the impact of parental behaviour/attitude on children's development Awareness of challenges faced by parents/carers on a daily basis Supporting the management of student behaviour	Experience in early help, education, family work, health & social care or community work Working with challenging and/or vulnerable students Knowledge of available support services and referral routes Experience of multi-disciplinary working Experience of delivering individual and group-based support packages as part of wider family support
Skills/ Attributes	Effective communication skills Ability to manage conflict and motivate students Ability to build relationships with challenging/vulnerable students and parents/carers Deal with sensitive issues in a confidential manner	Excellent IT skills Excellent interpersonal skills Multi-agency working
Personal Qualities	Enjoy working with young people Team player Excellent role model Strong work ethic	Willingness to undertake personal development and training Flexible attitude to practices and hours to meet the needs of the school(s)

Candidates should take account of this Person Specification in their letter of application.

The interview panel will thoroughly explore issues relating to safeguarding and promoting the welfare of children.

Additionally, for short-listed candidates, any relevant issues relating to employment breaks or reference queries will be taken up at interview.