

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