

Person Specification **Family Support Worker**

Criteria	Essential	Desirable
Qualifications:	<ul style="list-style-type: none"> ▪ Educational achievement sufficient to support clear reporting and presentation skills ▪ Qualified or working towards a qualification in a relevant discipline related to children and families, for example Education, Social Worker, Health services <p>OR</p> <ul style="list-style-type: none"> ▪ Proven experience of working in a similar role 	<ul style="list-style-type: none"> ▪ Training/Qualification in work with parents ▪ Experience as a deputy designated safeguarding lead in a school or education setting. ▪ First Aid training ▪ Broader safeguarding training such as Safer Recruitment, FGM, Prevent, Operation Encompass.
Experience:	<ul style="list-style-type: none"> ▪ Experience and understanding of children within their family context ▪ Demonstrable experience of delivering individual or group-based support 	<ul style="list-style-type: none"> ▪ Experience within the field of education, social services/welfare or the voluntary sectors
Knowledge:	<ul style="list-style-type: none"> ▪ Knowledge of the social and emotional factors that affect a child's capacity to learn 	<ul style="list-style-type: none"> ▪ Knowledge of available support services and referral routes ▪ Awareness of school attendance requirements.
Skills & abilities:	<ul style="list-style-type: none"> ▪ Able to relate to young people and adults in an empathetic and kind manner ▪ Able to develop a rapport with pupils and their families ▪ Able to deal with difficult situations and/or individuals in a calm, fair but effective manner ▪ Able to deal with sensitive issues in a confidential manner ▪ Able to manage discussions effectively to ensure desired actions are achieved ▪ Able to communicate effectively - face to face or by telephone, with children, parents and professionals ▪ Able to write reports for statutory services as part of deputy designated safeguarding role ▪ Able to prioritise workloads and work to deadlines ▪ Able to work as part of a team and use own initiative when required ▪ Able to report and account to line manager as appropriate ▪ Able to demonstrate awareness and commitment to upholding equal opportunity policies ▪ Able to maintain an effective record keeping system 	<ul style="list-style-type: none"> ▪ Able to support learning by giving constructive feedback and coaching

	<ul style="list-style-type: none"> ▪ Able to undertake and engage in relevant training ▪ Able to engage in supervision and support as needed
Qualities & Attitude	<ul style="list-style-type: none"> ▪ Empathy ▪ Resilience ▪ Positive outlook ▪ Persistence ▪ Solution focused
Other	<ul style="list-style-type: none"> ▪ ICT and administrative skills. ▪ Satisfactory enhanced DBS clearance (will be confirmed as part of pre-employment checks)

The post holder may be required to travel to other local sites, including other CLP schools.