



Person Specification - Family Support Worker

| Area | Details | Essential / Desirable |
|------------------------------------|---|-----------------------|
| Qualifications / Experience | Hold a nationally recognised qualification in counselling at Level 3 and/or equivalent. | Essential |
| | Good general education. | Essential |
| | At least 2 years' experience of direct work with vulnerable children and families. | Essential |
| | Experience of working directly with parents/carers and children with complex needs. | Essential |
| | Experience of working in a school and/or educational setting within the community. | Desirable |
| | Experience and understanding of multi-agency working between the Statutory Sector and the Third Sector. | Desirable |
| Skills/Ability | Confident in the use of smart phone and windows programmes. | Essential |
| | The ability to incorporate legislation and related guidance into everyday practice. | Essential |
| | Ability to make assessment and action plans in conjunction with families and other agencies input. | Essential |
| | Ability to maintain high standards of written and electronic records. | Essential |
| | Excellent verbal communication skills and ability to communicate and engage effectively with people from a wide variety of social and ethnic backgrounds. | Essential |
| | Ability to offer empathic, non-judgmental support on a one to one basis to children and parents/carers. | Essential |
| | You will be an outgoing and flexible person who is able to work well within in a busy team as well as work effectively on your own initiative. | Essential |
| | Ability to prioritise and manage an agreed caseload. Have the ability to confidently and safely work under pressure. | Essential |
| | Ability to use in house reflection groups and supervision to support professional development. A strong commitment to continued professional development. | Essential |
| | Ability to handle sensitive and confidential information/data appropriately. | Essential |
| Knowledge / Understanding | Understanding of relevant processes and legislation i.e. Common Assessment Framework, Early Help, Children's Act 1989, 2004, Every Child Matters, Every Parent Matters. | Desirable |
| | Knowledge of theories relating to child development and attachment. | Desirable |

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| Other Requirements | Demonstrable ability to work flexible hours (some evenings/weekends when necessary) and ability to travel to a variety of locations. | Essential |
| | Demonstrable understanding and commitment to equality of opportunity and anti-discriminatory practice. | Desirable |
| | Commitment to evidence-based practice. | Desirable |