

PERSON SPECIFICATION
 Family Support Worker and Pastoral lead

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications (or equivalent skills)</p>	<ul style="list-style-type: none"> • NVQ Level 3 qualification or equivalent in relevant area or demonstration of relevant skills and experience in education, community, family support or social work, • Evidence of continued professional development, • Willingness to undertake further training to provide appropriate services in relation to child and family support services. 	<ul style="list-style-type: none"> • Safeguarding Training,
<p>Work experience and vocational training</p>	<ul style="list-style-type: none"> • Experience of working with young people with challenging behaviour, • Experience of working with vulnerable families and young people, • Experience of assessing the needs of families and young people, • Experience of providing relevant advice and information to families, • Experience of working with a range of agencies and key partners, • Experience of working as part of a team and contributing to team growth and development, • Experience of recording information and maintaining records, • Knowledge and understanding of current issues in child development and parenting, • Knowledge and understanding of implementing the whole family approach, • Knowledge and understanding of any empathy with the dynamics and complexity of family life, • Knowledge and understanding of support services available to families. 	<ul style="list-style-type: none"> • Experience of conducting home visits, • Experience of working in a diverse community, • Knowledge and understanding of statutory guidance on children missing education,

<p>Other relevant skills/experience/interests</p>	<ul style="list-style-type: none"> • Willingness to develop skills through relevant professional training, • Excellent written and verbal communication • Able to communicate effectively with children, young people, families, service providers and partners, both orally and in writing, • Excellent assessment skills, • Demonstrate and ability to implement support plans and evidence outcomes. 	
<p>Personal skills and attributes</p>	<ul style="list-style-type: none"> • Good communication and interpersonal skills, • Good time management, • Ability to prioritise and meet deadlines, • Evidence of good report writing, • Flexible and supportive to the needs of the programme, • Non-judgemental approach, • Use of initiative; ability to work under own initiative and as a team player, • A commitment to continuing professional development, • Ability to maintain high professional standards even when working under pressure, • Able to deal with conflict appropriately. • A willingness to follow instructions and work independently when required. • Ability to work in a team. • A sense of humour. • Able to work flexibly and prioritise workload • Ability and resilience to work under pressure and meet deadlines • Enjoy working with young people and families 	<ul style="list-style-type: none"> • An understanding of the factors that contribute to vulnerabilities, • Drive and enthusiasm to support development of new integrated ways of working.
<p>Decision making, impact and innovation</p>	<ul style="list-style-type: none"> • Decision making and problem solving skills, • Ability to reflect on own practice, 	

	<ul style="list-style-type: none">• Ability to evaluate innovation approaches to complex problems,• Ability to evaluate the outcomes of a programme and communicate this to other professionals.	
Special working conditions	<ul style="list-style-type: none">• An approved DBS Enhanced Certificate.	

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Personal skills and attributes</p>	<ul style="list-style-type: none"> • A willingness to follow instructions and work independently when required. • Ability to work in a team. • Good communication and interpersonal skills • A sense of humour. • Good time management • Decision making and problem-solving skills • Able to show initiative • Able to work flexibly and prioritise workload • Ability and resilience to work under pressure and meet deadlines • Able to deal with conflict appropriately • Able to communicate effectively with young people, families, external agencies and key partners effectively both orally and in writing • Enjoy working with young people and families 	<p>.</p>