

## Waingroves Primary School Person Specification for the role of Family Support Worker

	Essential	Desirable	Method of Assessment
<b>General Qualifications and Training</b>			
Relevant degree-level qualification (e.g. social work)		✓	A
Level 3 qualification in working with children, young people vulnerable adults and their families		✓	A
Good standard of education at a minimum of 5 A*-C GCSEs or equivalent	✓		A
Multi-agency safeguarding training	✓		A
Engaging with a range of external agencies to support families	✓		A, I
Leading training and/or support groups with parents/carers	✓		A, I
Acting as lead professional	✓		A, I
Having an understanding and experience of working with pupils with a range of complex behaviours e.g. insecure attachment, ASD	✓		A, I
Writing Early Help assessments		✓	A, I
Working in a school environment		✓	A, I
Evidence of continuing professional development		✓	A, I
<b>Knowledge and understanding of:</b>			
Strategies to improve attendance	✓		A, I
Parenting	✓		A, I
Detailed knowledge of child protection including relevant legislation	✓		A, I

Understanding of the importance of safeguarding children and of safer working practices	✓		A, I
Working knowledge of the Derby City & Derbyshire Thresholds Document		✓	A, I
Understanding of the development of children	✓		A, I
Awareness of personal safety risks	✓		A, I
Sources of support within the local community	✓		A, I
The needs of the local community		✓	A, I
<b>Skills</b>			
Effective and engaging communication	✓		A, I
Excellent organisational skills	✓		A, I
Ability to organise and prioritise work effectively and to deadlines	✓		A, I, T
Excellent written and oral skills	✓		A, I, T
Ability to use IT effectively	✓		A, I, T
To assess the needs of children and families and implement action plans	✓		A, I
Ability to work effectively with agencies including giving advice and information	✓		A, I
Ability to challenge in order to help families change	✓		A, I
Ability to form and maintain appropriate relationships and personal boundaries with children and their families	✓		A, I
<b>Personal Attributes</b>			
Team player	✓		I
Empathy with the needs of vulnerable children and families	✓		A, I

Ability to work calmly and professionally under pressure	✓		A, I
Adaptability/flexibility	✓		I
Good sense of humour	✓		I
Ability to develop and maintain good professional relationships with all stakeholders	✓		A, I
Ability to recognise the need for and maintain a high degree of confidentiality	✓		A, I
<b>Other Requirements</b>			
Driving licence, own car & business insurance	✓		A

**A – Application Form**  
**I – Interview**  
**T – Task**  
**R – References**  
**D – Documents**