



## PERSON SPECIFICATION – SENIOR FAMILY SUPPORT WORKER

	Essential	Desirable	Evidence
<b>Experience</b>	<ul style="list-style-type: none"> <li>Working with young people up to 18 years old</li> <li>Working with young people in an educational setting</li> <li>Managing services providing emotional support to young people</li> <li>Experiencing a wide range of complex issues, including trauma &amp; loss</li> <li>Working with young people with SEN or behavioural difficulties</li> <li>Working with families and young people with complex needs</li> <li>Holding case reviews/case conferences</li> <li>Flexible approach to tasks undertaken whilst ensuring compliance with organisational standards</li> </ul>		A, I
<b>Professional Knowledge</b>	<ul style="list-style-type: none"> <li>Knowledge of the legal framework around Education Welfare in relation to setting targets for attendance and monitoring.</li> <li>Awareness of school curriculum and assessment practices</li> <li>Awareness of confidentiality issues between home and school</li> <li>Commitment to team work and out of hours working</li> <li>Understanding of relevant legislation, statutory guidance, policies and codes of practice</li> </ul>		A, I
<b>Professional Skills and Attributes</b>	<ul style="list-style-type: none"> <li>Ability to assess the needs of young people and families and to implement actions plans.</li> <li>Ability to conduct Early Help Assessments.</li> <li>Ability to use evidence based tool kits – CSE, Graded Care, Substance screening toolkit.</li> <li>Ability to form and maintain appropriate relationships and personal boundaries with young people</li> <li>A commitment to continued learning and professional development.</li> <li>Good and effective communication – written and oral</li> <li>Well-developed interpersonal skills to be able to relate well to a wide range of people</li> <li>A good level of ICT competence with the skill to use word processing applications and spreadsheet software</li> </ul>		A, I

	<ul style="list-style-type: none"> <li>• Understand and appreciate equal opportunity for all</li> <li>• Confidentiality, tact and sensitivity with the ability to remain calm</li> <li>• Excellent organisational skills with the ability to use own initiative and work flexibly and independently</li> <li>• Able to solve problems and make decisions</li> </ul>		
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• GCSE English and Maths, grade A* - C or equivalent</li> <li>• Third level education with a recognised professional qualification in a relevant field</li> <li>• Recognised management qualification NVQ level 4 or equivalent</li> <li>• Safeguarding Training</li> </ul>		A, I, D

**Assessed by:**    A = Application form      I = Interview      T = Test      D = Documentary Evidence