



Family Worker Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> GCSE (or equivalent) Grade 4 or above in England and Maths A recognised professional qualification in a related field 	<ul style="list-style-type: none"> Evidence of continuous professional development Specialist qualifications in a relevant area
Experience	<ul style="list-style-type: none"> Experience of working with children in a professional capacity Experience of working with parents and other professionals Experience of working in a multi-disciplinary way to achieve positive outcomes for children and families. 	<ul style="list-style-type: none"> Experience working in a school or other educational setting Experience as a Designated Safeguarding Lead Experience working with vulnerable groups
Knowledge and understanding	<ul style="list-style-type: none"> Knowledge of safeguarding and the ability to follow statutory safeguarding policy and procedures Knowledge of children development and the impact of trauma Knowledge of therapeutic interventions A clear understanding of the holistic nature of education and the pastoral and practical care required for pupils with a range of needs An understanding of the concept of confidentiality within a professional setting and evidence of promoting it Specialist knowledge of the needs of pupils with special needs including all safeguarding policies and practices 	<ul style="list-style-type: none"> An awareness, understanding and commitment to the pursuit of equality and inclusive practices
Skills	<ul style="list-style-type: none"> The ability to work unsupervised Proven commitment to following established routines and procedures Ability to work supportively and collaboratively with staff across school and a range of external professionals Excellent levels of both written and verbal English Ability to present, display and record progress of families working with Good ICT skills and competencies Confidence and competence to lead a parent group session / activity 	<ul style="list-style-type: none"> Ability to support parents/carers with advice and strategies in your specialist field.

Personal characteristics	<ul style="list-style-type: none"> • Self-motivated and hard working • Good interpersonal skills enabling the candidate to develop strong working relationships with colleagues, parents and the wider community • A positive approach to discipline and the management of behaviour within prescribed guidelines • Ability to address challenges and issues with enthusiasm, sensitivity and a positive approach • Ability to support families and colleagues and contribute to a whole school approach • Ability to be self-reflective and open to professional critical appraisal, with an awareness of the validity of others' perceptions • Ability to inspire trust and confidence • Ability to remain calm within a busy and pressured environment • Ability to demonstrate good judgement, show initiative and make decisions based on maintaining a safe and supportive environment • Honesty and integrity • A sense of humour • A good level of proven organisational skills and competence • Ability to naturally nurture self-esteem and value each individual for their contribution • Ability to identify your own training needs and a willingness to undertake training • Have a valid driving license and own vehicle 	<ul style="list-style-type: none"> • Commitment to extending and enriching provision for families • Supportive of staff development and have provided staff training
---------------------------------	--	--