



Person Specification – Family Support Worker

The Directors and staff at the LfLET schools are committed to safeguarding and promoting the welfare of children and expect all staff, volunteers, and visitors to share this commitment

AF Application form - L Letter of application - I Interview - AO After Offer

Pre-employment checks

Enhanced Disclosure with Barred List check	Essential	AO
Disclosure of criminal convictions	Essential	I
Proof of Identity	Essential	I
Medical Questionnaire	Essential	AO
Satisfactory References	Essential	AF

Qualifications/Knowledge

English and Mathematics to grade C GCSE or equivalent	Essential	AF
Knowledge and understanding of primary aged children and SEND	Essential	AF/I
Evidence of appropriate training/professional development (mental health/counselling/triple P would be highly desirable)	Desirable	AF/I
High level of ICT skills and experience with online platforms, such as Microsoft Office 365.	Essential	AF, L
Designated Safeguarding Lead	Desirable	AF/L

Experience

Knowledge of working with parents in a supportive capacity	Essential	L
Experience of working with outside agencies and social care	Essential	AF/ L I
Experience of working within a mainstream school, paid or voluntary	Essential	AF/ L, I
Knowledge of the range and type of interventions available and the availability to apply these appropriately in the context of the school's resources and the individual child	Essential	L, I
Able to work successfully as a part of a team	Essential	L, I
Working with parents within Early Help Assessments, CIN and CP	Essential	L, I
Lead Professional experience of EHAs	Desirable	L,I

Skills and attributes

Integrity, commitment and honesty	Essential	I
Ability to prepare comprehensive reports for meetings and referrals	Essential	L,I
Ability to communicate effectively, orally and in writing, to provide clear information and advice	Essential	L, I
A quick learner	Essential	I
Ability to demonstrate a proactive approach and show initiative	Essential	L, I
Ability to establish & maintain good relationships, in especially with pupils, parents and colleagues	Essential	I
Ability to form and maintain professional relationships and boundaries with young people and adults	Essential	I



Ability to manage the behaviour of individual and small groups of pupils	Desirable	I
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Personal Qualities

Ability to remain positive when working under pressure, to handle sensitive issues constructively and to solve problems.	Essential	L, I
An interest in education	Essential	L, I
Helpful and positive nature, with a can-do approach	Essential	L, I
Committed to the progress and achievement of pupils	Essential	L, I
Strong people skills, to communicate with parents and colleagues at all levels	Essential	L,I
Personable, professional, approachable, and courteous at all times	Essential	I
Ability to be flexible and have an adaptable attitude to work and role when circumstances demand, and to be prepared to make some home visits outside of school hours if required	Essential	L, I
Energy, enthusiasm, and resilience	Essential	I
Understands the importance of confidentiality with high levels of integrity	Essential	L,I
Non judgemental	Essential	I
Good sense of humour	Desirable	I

Safeguarding

DSL training regularly updated	Essential	L
Ability to demonstrate an understanding of safeguarding responsibilities	Essential	L, I

Other

Have an understanding of and be able to demonstrate a commitment to, Equal Opportunities and Diversity	Essential	L
Car driver with full clean driving licence and access to own vehicle	Essential	L, I