

Person Specification

Job Title:	Family Support Worker
Salary & Grade:	WHF NJC M
Reports to:	Principal

The White Horse Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications, plus verification of the right to work in the UK.

	Essential	Desirable	Identification Method
Education & Qualifications			
Educated to GCSE grade C or equivalent	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
NVQ Level 3 or equivalent/relevant extensive experience in working with children and young people or parents	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Relevant Experience			
Substantial experience of working with parents	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Knowledge of the social and emotional factors that affect a child's capacity to learn.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Knowledge of available support services and referral routes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Working knowledge of the government change agenda	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Awareness of the legislation affecting school attendance requirements	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Experience and understanding of children within their family context	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Demonstrable experience of delivering individual or group based support	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview

Experience within the field of education, social services/welfare or the voluntary sector	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Skills & Abilities			
Excellent communication skills to relate well with a variety of users including Students and adults, Principals, Governors, Parents/ guardians, Visitors to the school, Colleagues.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Relate to young people and adults in an empathetic manner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Good written and oral communication skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Communicate effectively – face to face or by telephone, with children/parents/principals/ social workers etc	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Prioritise workloads and work to deadlines	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Work as part of a team and use own initiative when required	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Work flexibly and manage own time to best effect	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Disposition, Values & Behaviours			
Working within procedures, using initiative, but referring more complex problems to the line manager.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Deal with difficult situations and/or individuals in a calm, fair but effective manner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Deal with sensitive issues in a confidential manner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview