

T.E.A.M EDUCATION TRUST

**Person Specification – Family Support Worker**

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|  | **Essential** | **Desirable** | **Evidence Stage** |
| **Qualifications** | * NVQ Level 3 or equivalent in relevant field e.g. health and social care, early years, education, working with parents.
* Commitment to attend appropriate training and development, taking ownership of personal development
 | * First Aid at work
* GCSE’s or equivalent in Maths and English, grade C or above / 4-9 / equivalent
 | A |
| **Skills and experience** | * Experience of working within an education setting with adults or young people
* Relevant experience in working successfully to build relationships and challenge behaviour with families with multiple needs
* Experience of community based lone working
* Excellent inter-personal and communication skills
* Be able to model solution focused thinking
* Good understanding of agencies and support available for families in Derbyshire/Nottinghamshire
* Be able to work with families to overcome barriers
* Car driver with access to car
* Good standard of ICT skills
 | * Experience of working with young people or adults mainstream and SEND
* Experience of appropriately challenging services and systems that create barriers for families
 | A/I/R |
| **Knowledge** | * Have up to date knowledge of child development related to young people and families
* An understanding of the needs of disaffected and social excluded families
* An understanding of Safeguarding and Data Protection legislation
 | * Conversant with relevant educational issues and developments
 | A/I/R |
| **Values** | * An awareness of the School/Trusts equal opportunities policy
* Displays commitment to the protection and safeguarding of young people
* Values and respects the views and needs of young people
* Is willing to work within organisational procedures and processes and to meet required standards for the role
* Demonstrates a commitment to fundamental British values and an awareness of how these can be promoted in direct work with children
 |  | A/I |
| **Personal Qualities** | * An ability to remain calm whilst working under pressure and within tight timescales on sensitive and confidential issues
* To be creative and proactive, able to use initiative and make sound judgements
* An ability to deal with several tasks at once and to be flexible with work routines
* An ability to actively engage families through a variety of methods
* To be able to work effectively as part of a team
* Ability to move about Derbyshire/Nottinghamshire in a timely manner
 |  | A/I/R |