



# Grazeley Parochial Primary School

## Family Support Worker Personal Specification

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>GCSE (or equivalent) English and mathematics grade A-C</li> <li>Nurture assistant training (or similar)</li> <li>Holder of a full current driving licence and able to travel freely from place to place.</li> </ul>	<ul style="list-style-type: none"> <li>Level 3 in health, childcare, social care or equivalent qualification.</li> <li>Safeguarding/Prevent qualification</li> <li>Counselling skills</li> <li>First Aid</li> <li>Training/qualification to run specific groups for children and parents</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Working with or caring for children of relevant age.</li> <li>Working at a TA or in a similar role</li> <li>Experience of working with parents</li> <li>Experience of working with children with challenging behaviour</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with SEN children</li> <li>Experience of working with vulnerable children and dealing with complex situations involving children, families or staff</li> <li>Experience of working with external agencies</li> </ul>
<b>Skills and Attributes</b>	<ul style="list-style-type: none"> <li>Good communication skills - verbal, listening and observation</li> <li>Negotiation skills</li> <li>Able to think creatively and to problem solve</li> <li>Ability to make independent judgements and exercise initiative within agreed limits</li> <li>Good organisational ability and time management</li> <li>Ability to develop respectful relationships with children, young people and their families</li> <li>Ability to support people in distress/crisis</li> <li>Ability to handle confidential and sensitive information</li> <li>Ability to liaise effectively with a range of colleagues and professionals</li> <li>Ability to keep accurate records and to understand and apply rules of confidentiality, only sharing information where appropriate in accordance with school policy.</li> <li>Ability to show empathy and</li> </ul>	<ul style="list-style-type: none"> <li>Ability to assess the needs of children and their families.</li> <li>Ability to write clear comprehensive and legible reports.</li> <li>Ability to prioritise own workloads and to recognise own coping mechanisms</li> </ul>

	<p>understanding towards others and the difficulties they face.</p> <ul style="list-style-type: none"> <li>• To be able to build positive relationships with parents, children and other agencies</li> <li>• Good IT skills.</li> </ul>	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Sound knowledge and understanding of child development and the needs of children</li> <li>• Awareness of the impact of family social and environmental factors on the life chances of children and young people</li> <li>• Understanding of the issues around keeping children and young people safe</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of Autism</li> <li>• Understanding of school and education policies and codes of practice</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Displays commitment to the protection and safeguarding of children and young people.</li> </ul>	<ul style="list-style-type: none"> <li>• Has up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people</li> </ul>