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**Job Title:** Family Support Worker

**Grade:** 9

**Line Manager:** Head Teacher

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|  | **Essential** | **Desirable** |
| **Experience** | Experience of working with children and families with complex needs.  Experience of engaging with a range of external agencies. | Working with families in their home environment  Experience of successful teamwork  Working with multi agency teams |
| **Skills and Knowledge** | Understanding of the development of children and empathy with the needs of vulnerable children and families.  Thorough understanding of safeguarding policy and procedures.  Ability to form relationships with all family members and an ability to challenge in order to help families change.  Ability to establish and maintain professional boundaries.  Well-developed ITC, presentation and communication skills.  Experience of formal report writing  Working knowledge of Early Help and SPOA referrals  Ability to work with children and families to develop action plans to tackle identified need and achieve lasting change.  Ability to record and review progress against action plans and amend these as necessary. | Knowledge of the needs of the local community.  Experience of risk assessment  Knowledge and experience of procedures for securing good attendance |
| **Personal Effectiveness** | Ability to assess the needs of children and families.  Ability to work effectively with a variety of stakeholders, teams and individuals.  Ability to work independently and as part of a team.  To be a highly motivated, robust and resilient  To have an excellent attendance record. |  |
| **Qualifications** | GCSE English Language and maths (grade A-C or equivalent)  Relevant qualification at a level equivalent to at least National Qualification Framework level 3. | DSL and other safeguarding qualifications |