

## FAMILY RESOURCE WORKER – PERSON SPECIFICATION

AREA	DETAIL	Essential (E) / Desirable (D)
<b>Experience</b>	Experience of working with children and families with complex needs.	E
	Experience of engaging with a range of external agencies.	E
	Experience of working with families who are resistant to engage with support.	D
<b>Skills and knowledge</b>	Understanding of the development of children and empathy with the needs of vulnerable children and families.	E
	Thorough understanding of safeguarding and procedures.	E
	Ability to form relationships with all family members, and an ability to challenge in order to help families change.	E
	Understanding of the principles of treating others with dignity and respect.	E
	Ability to establish and maintain professional boundaries.	E
	Ability to analyse information and data.	E
	Ability to work effectively with agencies including giving advice and information.	E
	Ability to use technology and good IT skills.	E
	Presentation and communication skills.	E
	Experience of writing reports for court.	D
	Knowledge of the needs of the local Community.	D
	Awareness of personal safety and risks.	D
<b>Personal Effectiveness</b>	Ability to assess the needs of children and families.	E
	Ability to work flexibly over evenings, weekends and school closure periods as required.	E
	Ability to work with children and families to develop action plans to tackle identified need and achieve lasting change.	E
	Ability to record and review progress against action plans and amend these as necessary.	E
	Ability to work effectively with a variety of agencies.	E
	Ability to work as part of a team and independently.	E
	Ability to travel into remote areas and able to transport service users and resources as required.	E
<b>Qualifications</b>	GCSE (or Equivalent) in Maths and English.	E
	NVQ / BTEC or equivalent at level 3 in Children's Care, Learning and Development, Health and Social Care or related area.	E
	Educated to Degree level in a related area.	D
	Evidence of Continued Professional Development.	D