

Person Specification – Family Support Worker

Category	Essential	Desirable	Method of Assessment
Physical	<ul style="list-style-type: none"> Smart business-like appearance 		Application Form
Qualifications	<ul style="list-style-type: none"> A good general education including minimum GCSE Grade C or equivalent in English and Mathematics. 	<ul style="list-style-type: none"> Educated to Graduate level. 	Application Form and Interview
Experience	<ul style="list-style-type: none"> Experience of safeguarding and child protection procedures. 	<ul style="list-style-type: none"> Experience of direct work with families who have complex needs and understanding of the Early Help offer Working in culturally diverse communities. Working with people in their homes. 	Application Form and Interview
Training	<ul style="list-style-type: none"> Willing to participate fully in all relevant training, including training to support the postholder in their safeguarding responsibilities. 	<ul style="list-style-type: none"> 	Application Form and Interview.
Special Knowledge	<ul style="list-style-type: none"> Competent with regular IT packages. An understanding of the confines of confidential working e.g. Data Protection. A commitment to equal opportunities and an understanding of the impact of deprivation and discrimination on communities, families and individuals 	<ul style="list-style-type: none"> An understanding of the Early Help offer. Knowledge of the roles and responsibilities of statutory and voluntary services, and liaising. 	
Circumstances	<ul style="list-style-type: none"> Able to travel to local schools and organisations. 		
Disposition	<ul style="list-style-type: none"> Ability to work in an anti-discriminatory and empowerment framework. Ability to work independently and as part of a team. Resilient and tenacious whilst undertaking difficult conversations. Passionate and committed to helping others. Able to remain calm under pressure to manage conflicting demands. 	<ul style="list-style-type: none"> 	
Practical and Intellectual Skills	<ul style="list-style-type: none"> Commitment to safeguarding children and young people. Excellent interpersonal and communication skills. 	<ul style="list-style-type: none"> 	

	<ul style="list-style-type: none"> • Provide accurate information and implementing practical support. 		
Legal Requirements	<ul style="list-style-type: none"> • Enhanced Disclosure & Barring Service Check confirming the appointee is not on the Children's Barred list. • This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role. 	<ul style="list-style-type: none"> • 	

Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.