



FAMILY SUPPORT WORKER PERSON SPECIFICATION (Essential and Desirable)

SKILLS	
Assess and plan child development and support programmes in partnership with families	E
Provide consistent support for pupils, responding to individual needs	E
Support other school staff to remove barriers to learning for pupils	E
Build effective working relationships with families, including groups of parents/ carers	E
Record and report child protection and safeguarding related incidents	E
Liaise and establish constructive relationships with workers from other agencies	E
Maintain record keeping in accordance with policies and procedures	E
Provide reports such as case studies to senior staff and Directors	E
Establish and maintain inventories of equipment and resources	E
Assist with the supervision and development of other staff within the school	E
Promote good pupil behaviour, deal with conflict and incidents, and encourage pupils to take responsibility for their own behaviour in line with school policy	E
Promote self-esteem and independence	E
Identify patterns of absence	
QUALIFICATIONS	
NVQ Level 2 or more	E
HLTA	D
KNOWLEDGE	
Knowledge of external agencies to signpost families to	E
Effective support for Young Carers	D
Strategies to improve attendance	D
The statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEN and Safeguarding and Child Protection	E
Confidentiality and data protection	E
Understand the positive links necessary within a school/ Trust, and in turn with all stakeholders	E
EXPERIENCE	
Working with children	E
Maintaining regular contact with families	E
Delivering therapeutic interventions based on accurate assessments	E
Capturing the voice of the child	E
Dealing with child protection and safeguarding related issues	E
Approaches and techniques for working with families	E
Liaising with external agencies	E
Writing and implementing Early Help Assessments (EHATS) and understanding the principles behind them	E
Formulating packages of support in order to engage families	D



Monitoring and addressing attendance issues	D
Deputising for the designated safeguarding lead	E
Accurate record keeping and keeping records secure	E
APTITUDE AND ATTITUDE	
Contribute to school ethos, vision, aims and school improvement plan	E
Commitment to safeguarding and protecting the welfare of children	E
An interest in issues relating to removing barriers to learning and pupil safety and wellbeing	E
Good role model for children	E
High expectations for all children	E
Passionate about inclusion and accepting of all pupils	E
Recognise and reward achievement within school procedures	E
Ability to work independently on own initiative and also to contribute as part of a team	E
Willingness and ability to be flexible in duties and hours worked	E
Willingness to participate in training and other learning activities	E
Ability to get on well with a wide variety of people, be tactful and ensure confidentiality	E
Task completer and finisher	E
Smart and professional appearance	E
OTHER REQUIREMENTS	
Committed to carrying out the work in full accordance with Equal Opportunities Policies	E
Committed to the development of anti-discriminatory practice	E
Able to travel within St Helens and other nearby boroughs	E
Current full driving licence	E