**PERSON SPECIFICATION**

**FAMILY SUPPORT WORKER**

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| **Essential** | **Desirable** |
| **Experience and Knowledge** |
| * Considerable experience of engaging and working with families.
* Considerable experience of working with young children and their families.
 | * Work in or liaison with statutory and voluntary agencies.
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| **Education and Qualifications** |
| * GCSE or equivalent grade C or above in Maths and English.
* NVQ Level 3 or above in Family Support, Social Work, Childcare, Play Work, Community Development or Children’s Health, working towards or willing to obtain this level of qualification.
 | * First Aid certificate.
* Teaching, Counselling or equivalent qualification.
* Degree qualification relevant to the post or working towards.
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| **Abilities and Skills** |
| * Knowledge of and ability to provide for children’s development needs.
* Skills in direct work with children and their parents.
* Ability to promote positive parenting skills and self-esteem.
* Community engagement skills.
* Understanding of the issues related to disadvantaged sections of the community.
* Ability to communicate fluently in English.
* Ability to write detailed records and reports.
* Sympathetic understanding of situations involving high levels of family stress.
* Working knowledge of child protection and domestic violence.
* Working knowledge of Every Child Matters and the Children’s Centre Agenda.
* Basic computer skills (Microsoft Office, email and internet).
 | * Ability to speak a second language that reflects the local community.
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**PERSON SPECIFICATION**

**FAMILY SUPPORT WORKER**

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| **Essential** | **Desirable** |
| **Traits and Characteristics** |
| * A caring and pleasant approach to work and people.
* A positive approach to difficult situations and challenges.
* Ability to work both on own initiative and cooperatively as part of a team.
* Ability to work in a non-discriminatory, sensitive and respectful way.
* Patience and consistency in working with children and adults.
* Commitment to community participation and to developing quality services.
* Good organisational and planning skills.
* Ability to work flexibly including occasional evenings and weekends.
* Full, clean UK driving licence and use of a car for work purposes.
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