**Person Specification - Family Support Worker (Grade 6)**

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| **Requirements** | **Essential (E) or**  **Desirable (D)** | **Identified by**  **Application**  **Form (A) or Reference (R) or**  **Interview (I)** |
| **Qualifications:** |  |  |
| Level 3 or higher Safeguarding Children Qualification | D | A |
| Professional and/or academic level 3 qualification or equivalent or substantial experience in a relevant technical, specialised or operational field  Commitment to undertake further professional development as required | D  E | A  I |
| **Experience:** |  |  |
| Experience of, or the ability to demonstrate the competence to, work directly with individual children, young people and families to identify and assess their needs and make appropriate planned responses which seek to improve outcomes | E | A, I |
| Experience of working with a wide range of other professionals to develop and deliver shared initiatives for children, young people and families | D | A, I |
| **Knowledge and Skills:** |  |  |
| Working knowledge and understanding of the work practices, processes and procedures relevant to the role in early help | E | A, I |
| Knowledge of the Lancashire Continuum of Need and understanding of its implementation in school | E | A, I |
| Empathy and sensitivity to the needs arising from a wide range of family dynamics | E | A, I |
| Good understanding of the developmental milestones of children and young people and the issues that affect them | E | A, I |
| Good analytical, assessment and critical reflection skills | E | A, I |
| Good written and verbal communication skills | E | A, I |
| Ability to influence others practice based on technical or professional expertise | E | A, I |
| Ability to build and maintain effective networks and relationships | E | A, I |
| Ability to work as member of a team | E | A, I |
| Ability to work without close supervision | E | A, I |
| Ability to interpret management information systems to ensure ongoing review of performance of teams and progress towards targets and objectives within the service | E | A, I |
| **Other (including special requirements)** |  |  |
| 1. Commitment to equality and diversity | E | I |
| 2. Commitment to health and safety | E | I |
| 3. Satisfactory attendance record/commitment to regular attendance at work | E | R |