

### Person Specification – Family Support Worker & Inclusion Worker

Requirements	Essential (E) or Desirable (D)	Identified by Application Form (A), Reference (R), Interview (I)
<b>Qualifications</b> Professional/academic level 3 qualification or equivalent or substantial experience in a relevant technical, specialised or operational field Working at national occupational standards (NOS) for learning, and knowledge / skills equivalent to current national qualifications in learning, development and support services for children, young people and those who care for them at level 3	E   D	A   A
<b>Experience</b> 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 to improve outcomes Experience of working with a wide range of other professionals to develop and deliver shared initiatives for children, young people and families	E   D	A, I   A, I
<b>Knowledge and Skills</b> Working knowledge and understanding of the work practices, processes and procedures relevant to Early Help Empathy and sensitivity to the needs arising from a wide range of family dynamics Good understanding of the developmental milestones of children and young people and the issues that affect them Good analytical, assessment and critical reflection skills Good written and verbal communication skills Ability to influence others practice based on technical or professional expertise Ability to build and maintain effective networks and relationships Ability to work as member of a team Ability to work without close supervision Ability to interpret management information systems to ensure ongoing review of performance of teams and progress towards targets and objectives within the service	E  E  E  E  E  E  E  E  E  E	A, I  A, I  A, I  A, I  A, I  A, I  A, I  A, I  A, I  A, I
<b>Other</b> Commitment to equality and diversity Commitment to health and safety Satisfactory attendance record/commitment to regular attendance at work Commitment to safeguarding and protecting the welfare of children and young people Commitment to undertake in-service development To be aware of the confidential nature of issues related to home/pupil/teacher/school work.	E E E  E  E E	I I R  A, I  A A, I

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