**BROOMFIELD SOUTH SILC**

**Family Support Worker**

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| **Person Specification** | | |
|  | **Essential** | **Desirable** |
| **Skills** | | |
| Sustain the engagement and participation of children, young people and their parents/carers in services and activity. | √ |  |
| Work assertively with families, supporting then to develop the skills and experience necessary to bring about the change desired. | √ |  |
| Deal with difficult situations and / or individuals in a calm, fair but effective manner. | √ |  |
| Deal with sensitive issues in a confidential manner | √ |  |
| Respond to the range of factors that create stress for children and families. | √ |  |
| Influence others, managing discussions effectively to ensure desired actions are achieved. | √ |  |
| Support learning by giving constructive feedback and coaching | √ |  |
| Communicate effectively through a variety of means with a diverse audience (e.g. children, parents/carers, head teachers, social workers etc | √ |  |
| Compile focused, good quality, evidence based written assessments, plans, records and reports. | √ |  |
| Prioritise workloads and work to deadlines | √ |  |
| Work as part of a team whilst taking initiative and working independently. | √ |  |
| Work flexibly and manage own time to best effect | √ |  |
| Demonstrate awareness of and commitment to upholding equal opportunities policies | √ |  |
| Analysing information and data to make decisions | √ |  |
| **Experience** | | |
| Experience of working effectively with children, young people and families in challenging circumstances. | √ |  |
| Professional experience of working within the Early Help process. | √ |  |
| In working in partnerships with other agencies to deliver effective interventions for children, young people and families. | √ |  |
| Providing effective solutions to problems. | √ |  |
| Proven experience of sustaining the engagement of families who have a history of non-engagement and/or a reluctance to work with services. | √ |  |
| **Knowledge and Understanding** | | |
| Current legislation, policy and guidance relating to work of children’s services and the Children and Families Act 2014 | √ |  |
| Best practice in safeguarding children and Local Safeguarding Children Board Procedures. | √ |  |
| Information sharing protocol | √ |  |
| Well informed knowledge about the development needs of children and young people. | √ |  |
| Understanding of challenges faced by families with multiple and complex needs. | √ |  |
| Local, regional and national statutory and voluntary agencies that can support families | √ |  |
| Evidence-based practice to meet the needs of vulnerable families | √ |  |
| IT programmes including Word, Excel, email systems | √ |  |
| **Personal Qualities** | | |
| The ability to develop and sustain positive relationships with children young people and adults, and schools and external agencies | √ |  |
| High level of integrity, honesty and credibility which will inspire confidence and trust from families and schools | √ |  |
| Emotional literacy including an ability to contain families in emotional stress keeping self-separate. | √ |  |
| Ability to set and stay within professional boundaries | √ |  |
| **Other Conditions** | | |
| Enhanced DBS Check | √ |  |
| Must be legally entitled to work in the UK. | √ |  |
| No contra-indicators in personal background or criminal record in showing unsuitability to work with children/young people/vulnerable clients/ finance. (DBS check required as appropriate) | √ |  |
| Driving licence and use of own vehicle for work | √ |  |
| Business Insurance | √ |  |

*Broomfield SILC is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be carried out, references will be sought and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies.*