



Morley Cluster
Family Support Worker

PERSON SPECIFICATION

	Essential	Desirable	Shown by
Qualification	<ul style="list-style-type: none"> • Good general level of education • NVQ Level 4 / degree level or equivalent in social work, health, early intervention or family support or equivalent experience 	<ul style="list-style-type: none"> • Social work qualification 	<p>Application Form</p> <p>Application Form / Interview</p>
Experience	<ul style="list-style-type: none"> • Experience of working effectively with children, young people and families in challenging circumstances. • Experience of working in a culturally diverse environment with parents from diverse minority ethnic communities. • Previous experience of delivering evidence based family and parenting support. • Experience of working within the Early Help process. • Experience of undertaking whole family assessments. • Experience of working in partnerships with other professionals in supporting families. 	<ul style="list-style-type: none"> • Previous experience of work in the Voluntary sector, paid or unpaid • Experience of facilitating accredited parenting programs or delivering specialist programs for children and young people • Experience of working with parents of children with disabilities, families affected by domestic violence and substance misuse 	<p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p>

Skills	<ul style="list-style-type: none"> • Excellent report writing and recording of information skills. • Proven skills in influencing others, managing discussions effectively to ensure desired actions are achieved. • Proven skills in providing constructive feedback and coaching to families. • Skills in using innovative, enabling and empowering approaches • Good IT skills 		Application Form/Interview Application Form/Interview Application Form/Interview Application Form/Interview Application Form/Interview
Ability	<ul style="list-style-type: none"> • An ability to deal with difficult situations and / or individuals in a calm, fair and effective manner. • The ability to relate to young people and adults in an empathetic manner. • The ability to deal with sensitive issues in a confidential manner. • An ability to understand and respond to the range of factors that create stress for both children and families. • An ability to communicate effectively in all ways including; face to face, telephone and email with children, parents/carers, head teachers, social workers and other partners. • An ability to prioritise own workload and meet deadlines • Ability to work as part of a team and independently and work flexibly and manage own time. 	<ul style="list-style-type: none"> • An ability to be flexible and innovative 	Application Form/Interview Application Form/Interview Application Form/Interview Application Form/Interview Application Form/Interview Application Form/Interview

<p>Knowledge</p>	<ul style="list-style-type: none"> • Good knowledge and understanding of issues which create pressures for families. • Good knowledge on key issues of family development and needs e.g relationship, health, child development, housing, employment and finances • Good knowledge of the key principles underlying current and developing practices. • Good knowledge and understanding of National legal framework for schools and lifelong learning services. • Excellent knowledge of the Early Help process. • Excellent knowledge of Safeguarding, child protection and the Social care referral system. • Knowledge and awareness of a range of local and national statutory and voluntary agencies the families can access. • Knowledge and understanding of behaviours provision at school, cluster wedge and city level. 	<ul style="list-style-type: none"> • Knowledge about school and cluster policies relating to family support work. • Knowledge of Children Leeds strategies and policies. • Understanding of current political context in which schools and partners operate. • Knowledge and understanding of the communities in Morley. 	<p>Application form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p>
<p>Attitudes and Personal Attributes</p>	<ul style="list-style-type: none"> • Willingness to participate in supervision, training and meetings • Willingness to be accountable and report to the Line Manager as appropriate. • Willingness to work within all Health for All Policies 	<ul style="list-style-type: none"> • Ability to work evenings & weekends when required. 	<p>Application form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p>

	<ul style="list-style-type: none"> • Current driving licence and access to a vehicle for work purposes. • Willingness to demonstrate awareness and commitment to upholding equal opportunities. • Willingness to develop and sustain positive relationships with children, young people, adults, schools and partners. • Have a high level of integrity, honesty and credibility which will inspire confidence and trust from schools and families. • Ensure professional boundaries are kept at all times. 		<p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p> <p>Application Form/Interview</p>
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