

**PERSON SPECIFICATION FOR THE POST OF
FAMILY SUPPORT WORKER**

REQUIREMENT	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD
Qualifications/ Training	<ul style="list-style-type: none"> ◆ English Language and Mathematics GCSE or equivalent Grade C or above ◆ NVQ3 or equivalent in Children’s Work, Community or related discipline 	<ul style="list-style-type: none"> ◆ Child Care Award ◆ Counselling ◆ Parenting training qualification 	Application Form and Documentation
Skills	<ul style="list-style-type: none"> ◆ Competent IT skills ◆ Ability to communicate well with children, young people and adults ◆ Ability to write detailed reports, including those commissioned by outside agencies ◆ Ability to work in an anti-discriminatory manner ◆ Ability to work in different environments as required, school, home or other safe environment ◆ Contribute to monitoring and evaluation ◆ Able to work in a team ◆ Excellent listening skills ◆ Excellent communicator ◆ Good verbal and written communication skills ◆ Ability to manage varied workload ◆ Ability to represent and promote Caritas with service users and other agencies 	<ul style="list-style-type: none"> ◆ Advanced IT skills ◆ Maintaining database and computerised records ◆ Willingness to undertake further training as required 	Application Form and Interview

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Knowledge	<ul style="list-style-type: none"> ◆ Sound knowledge of Child/ Vulnerable Adult Safeguarding and Protection procedures ◆ Awareness of Parental Mental Health and how this impacts on self-esteem, family life and isolation ◆ Understanding of how family dynamic influences the child’s experience and development ◆ Knowledge and understanding of the Children Act and Every Child Matters ◆ Knowledge of current developments in schools e.g. behaviour support ◆ Knowledge of systems and services which can be accessed by disadvantaged people and those with protected characteristics 	<ul style="list-style-type: none"> ◆ Knowledge and understanding of the role of voluntary agencies with the provision of social care ◆ Sound knowledge of how other agencies work and the services they offer for signposting or referral on 	Application Form and Interview
Experience	<ul style="list-style-type: none"> ◆ Significant experience of working directly with children and young people on an individual or group basis in a flexible and creative way through a variety of interventions, activities and events ◆ Undertaking home visits 	<ul style="list-style-type: none"> ◆ Working with children or young people where change, loss or grief are significant factors ◆ Interagency working (within the Children’s and Adult workforce) ◆ Outcomes Based Accountability – plotting, recording and reporting service results 	Application Form and Interview

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Experience continued	<ul style="list-style-type: none"> ◆ Working with children and young people affected by other life issues (e.g. abuse, addiction, depression, anger) ◆ Delivering outcome based parenting programmes e.g. Nurturing Programme or other to groups and /or in a 1-1 situation ◆ Experience of working with children and young people on site in schools ◆ Ensuring the participation and inclusion of children and young people in planning and evaluation of the service and in their action plans ◆ Commitment to working in a holistic way 	<ul style="list-style-type: none"> ◆ Contributing positively to the Supervision process ◆ Experience of working with children with special needs and / or challenging behaviour 	Application Form and Interview
Special Conditions	<ul style="list-style-type: none"> ◆ Must be able to work within and promote the ethos and values of Caritas Diocese of Shrewsbury ◆ Willingness to travel and deliver a service within the confines of the Diocese when required ◆ To work flexibly when this is required by the demands of the post ◆ Must hold a full UK Driving Licence and have the use of a car for work purposes and be insured for business use. ◆ Able to contribute to promotion and fundraising on behalf of Caritas 		Interview



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Notes for Applicants: Please try to show on your Application Form how you meet these requirements as this will be used for shortlisting purposes.