# **PERSON SPECIFICATION: Family Support Worker POST REFERENCE:**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | NVQ II in relevant area or working towards NVQIII in the relevant area or equivalent  (F) (I) | Previous experience of working in a supportive capacity to give practical assistance to children and their families.  (F) (I)  Previous experience of working with parents to enhance their knowledge of parenting and development of parenting skills.  (F) (I)  Experience of individual work with children with disabilities (F) (I) |
| * **Work or other relevant experience** | Experience of working with Children and Families. (F) (I) | Previous experience of working in a childcare environment (F) (I)  Experience of working with mums to be and new mums (F) (I)  Experience of working in a supportive capacity to give practical assistance to children and their families.  (F) (I)  Experience of working with parents to enhance their knowledge of parenting and development of parenting skills.  (F) (I)  Experience of individual work with children with disabilities (F) (I) |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** | | |

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| * **Skills, abilities, knowledge and competencies** | Ability to communicate clearly and effectively with colleagues and service users at all levels.  An awareness of child development  Ability to engage with and work effectively with families towards the successful implementation of care plans.  Ability to maintain electronic records accurately and concisely | knowledge of relevant legislation in respect of children (F) (I)  Ability to liaise effectively with people at all levels. (I)  Ability to work with other professionals. (I)  Report writing skills. (F) (I)  Ability to work on own initiative. (I)  Ability to work under pressure. (I) | |
| * + **General competencies** | Available to work flexibly including some evening and weekends. (F) (I) |  | |
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Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.