

## Beechwood Primary School Person Specification: PSA

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Good standard of general education to GCSE level or equivalent</li> <li>• Relevant safeguarding qualifications</li> <li>• Good literacy, communication and numeracy skills.</li> </ul>	<ul style="list-style-type: none"> <li>• NVQ4 or equivalent professional qualification relating to working with families</li> </ul>
<b>Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>• Minimum of 2 years relevant experience of working with parents and families.</li> <li>• Experience in any of the following – social work, teaching, SEN Team, or similar disciplines working with families and young people.</li> <li>• Experience of team working - working alongside others to implement support packages</li> <li>• Knowledge and understanding of child development</li> <li>• Awareness of the impact of parental behaviour/attitude on children's development.</li> <li>• Assessment of need within families</li> <li>• Experience of delivering individual or group-based support packages</li> <li>• Awareness of the stresses faced by families in current day society.</li> <li>• -Understanding of Keeping Children Safe in Education (DfE Guidance)</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of crisis intervention theory.</li> <li>• Knowledge of the legal and statutory framework relevant to family support practice.</li> <li>• Knowledge of social and emotional factors that affect a child's capacity to learn.</li> <li>• Knowledge of available support services and referral routes.</li> <li>• Proficient in solution focussed approaches</li> <li>• Evidence of multi-disciplinary working.</li> </ul>

<b>Skills</b>	<ul style="list-style-type: none"> <li>• -Excellent communication skills.</li> <li>• Good negotiation skills.</li> <li>• High quality report writing and recording.</li> <li>• Excellent interpersonal skills.</li> <li>• Ability to assess and manage risk in practice</li> <li>• Ability to work on own initiative.</li> <li>• Self-motivated.</li> <li>• Contribute to the development and effectiveness of work teams.</li> <li>• Deal with sensitive issues in a confidential manner.</li> <li>• Working creatively and positively with pupils and families</li> </ul>	<ul style="list-style-type: none"> <li>• Multi agency working.</li> <li>• Ability to use electronic files and databases (eg SIMS, CPOMS).</li> </ul>
<b>Personal characteristics</b>	<ul style="list-style-type: none"> <li>• Commitment to anti-oppressive/anti-discriminatory practice and valuing diversity.</li> <li>• Able to work in non-judgemental way understanding the pressures that parents/carers face.</li> <li>• Commitment to child centred service delivery.</li> <li>• Flexible attitude to work practices and hours to meet the needs of the school.</li> <li>• Positive attitude toward the development of personal and</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of adaptability and ability to use own initiative.</li> </ul>

	professional practice and training opportunities.	
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