# FORT ROYAL COMMUNITY PRIMARY SCHOOL

## PERSON SPECIFICATION: FAMILY SUPPORT WORKER

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| Attributes | Essential | Desirable |
| Qualifications and Training | A recognised and relevant professional qualification or equivalent.Evidence of recent relevant and sustained training (either external or on-site) to enhance his/her current role (i.e. minimum 20 hours) | Specialist qualification in an SEND area e.g. Sign along, behaviour, communication  |
| Experience | Experience of working with children with a range SEND from birth to 11 in a professional capacity Experience of working as part of a team and aloneExperience of working with parents and other professionals  | Experience as a family support worker with a range of children and families from birth to 11 with SENDEvidence of training parents in a range of SEND areas, e.g. Sign along, behaviour, sleep |
| Skills and Abilities | The ability to work unsupervisedProven commitment to following established routines and proceduresProven ability in benefiting from practical training and developing a range of specialist skillsAbility to work supportively and collaboratively with staff across school and a range of external professionalsGood level of communication and literacy skills, including the proven ability to accurately record workAbility to present, display and record progress of families working withGood ICT skills and competenciesConfidence and competence to lead a parent group session / activity | Ability to support parents/carers with advice and strategies in your specialist field.  |

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| Professional Knowledge and Understanding | A clear understanding of the holistic nature of education and the pastoral and practical care required for pupils with learning disabilitiesA proven commitment to multi-disciplinary working and the contribution of a team approachA clear understanding of, and good evidence of adhering to, the effective implementation of health and safety and safeguarding proceduresAn understanding of the concept of confidentiality within a professional setting and evidence of promoting itSpecialist knowledge of the needs of pupils with special needs including all safeguarding policies and practices.  | An awareness, understanding and commitment to the pursuit of equality and anti-oppressive practices |
| Personal Qualities | Self-motivated and hard workingGood interpersonal skills enabling the candidate to develop strong working relationships with colleagues, parents and the wider communityA positive approach to discipline and the management of behaviour within prescribed guidelinesAbility to address challenges and issues with enthusiasm, sensitivity and a positive approachAbility to support families and colleagues and contribute to a whole school approachAbility to be self-reflective and open to professional critical appraisal, with an awareness of the validity of others’ perceptionsAbility to inspire trust and confidenceAbility to remain calm within a busy and pressured environmentAbility to demonstrate good judgement, show initiative and make decisions based on maintaining a safe and supportive environmentHonesty and integrityA sense of humourA good level of proven organisational skills and competenceAbility to naturally nurture self-esteem and value each individual for their contributionAbility to identify your own training needs and a willingness to undertake trainingHave a valid driving license and own vehicle  | Commitment to extending and enriching provision for familiesSupportive of staff development and have provided staff training  |