# 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 alone  Experience 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 SEND  Evidence of training parents in a range of SEND areas, e.g. Sign along, behaviour, sleep |
| Skills and Abilities | The ability to work unsupervised  Proven commitment to following established routines and procedures  Proven ability in benefiting from practical training and developing a range of specialist skills  Ability to work supportively and collaboratively with staff across school and a range of external professionals  Good level of communication and literacy skills, including the proven ability to accurately record work  Ability to present, display and record progress of families working with  Good ICT skills and competencies  Confidence 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 disabilities  A proven commitment to multi-disciplinary working and the contribution of a team approach  A clear understanding of, and good evidence of adhering to, the effective implementation of health and safety and safeguarding procedures  An understanding of the concept of confidentiality within a professional setting and evidence of promoting it  Specialist 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 working  Good interpersonal skills enabling the candidate to develop strong working relationships with colleagues, parents and the wider community  A positive approach to discipline and the management of behaviour within prescribed guidelines  Ability to address challenges and issues with enthusiasm, sensitivity and a positive approach  Ability to support families and colleagues and contribute to a whole school approach  Ability to be self-reflective and open to professional critical appraisal, with an awareness of the validity of others’ perceptions  Ability to inspire trust and confidence  Ability to remain calm within a busy and pressured environment  Ability to demonstrate good judgement, show initiative and make decisions based on maintaining a safe and supportive environment  Honesty and integrity  A sense of humour  A good level of proven organisational skills and competence  Ability to naturally nurture self-esteem and value each individual for their contribution  Ability to identify your own training needs and a willingness to undertake training  Have a valid driving license and own vehicle | Commitment to extending and enriching provision for families  Supportive of staff development and have provided staff training |