**Post Designation: Family Support Worker**

Job Purpose and Role:

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| Family Support is for families with children at Merridale who need additional support to improve their life chances to achieve better health, education and socialisation. A preventative, early help and intervention approach supports families and children most effectively. Family Support Workers will apply multi-disciplinary skills in their work with families, depending on the identified level of need and demand on the service. Working together with Strengthening Families Workers, Social Workers and other professionals to implement practical and emotional support, promoting a strong culture of collaboration built through joint working and a shared vision in supporting the child and family. Delivery of direct work with children through their plans of support to ensure our focus is the voice of the child. Robust management of the plan of work with the family, reviewing this in a timely manner to prevent drift and escalation of concerns.To ensure that the provision of support service is of high quality and in accordance with the ethos and values of the school, current legislation and our Safeguarding and Child Protection policy as well as the latest edition of KCSIE.  |
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| **Factors** | **Essential Key Skills** | **Demonstrated** |
| Qualifications | NVQ Level 3 or higher (or equivalent) in relevant area e.g. Education , Health or Social Care, Community development e.g. CACHE NNEB) BTEC National Diploma in Nursery Nursing, RGN or Diploma in Youth and community Work Appropriate first aid training or willingness to undertake first aid training as appropriate.  | Application FormSupporting statementInterviewReferencesOriginal qualification certificates  |
| Training | Evidence of continued professional developmentWillingness to undertake further training to provide appropriate services in relation to job role and Merridale school aims.  | Application FormSupporting statementInterviewReferences |
| Experience | Experience of working with children in an educational background and of working with vulnerable familiesExperience of working and engaging with families, individually, in groups or in home settings. Experience of liaising with external organisations on child protection mattersExperiencing of conducting Early Help Assessments or similar and completing actions linked to these to support children and families. | Application FormSupporting statementInterviewReferences |
| Knowledge **and Skills**  | Knowledge and understanding of current issues in family support, child development and parenting. An understanding of the differing cultural and religious needs of the school communityGood time management/organisational skillsExcellent understanding of child protection policies, procedures and the importance of safeguardingA commitment to safeguarding and promoting the welfare of childrenEffective verbal and written communication skillsAbility to plan and prioritise caseworkWorking knowledge of school proceduresGood listener and empatheticWork constructively as part of a teamAssertive and ProactiveFlexible and adaptable approach to people and situationsAble to work and communicate with others in confidenceFull, clean driving licence and use of a car | Application FormSupporting statementInterviewReferences |
| **Personal Qualities** | * Non-judgemental approach
* A commitment to the role and the families and children of Merridale Primary School
* Personal presence and high expectations of self
* Committed, dedicated and approachable
* Punctual
* Reliable, honest, efficient with good communication skills
* Self motivated and hardworking
* Enthusiastic team approach
* Able to respond to challenge
* Able to relate to pupils and adults at all levels
* Positive attitude to change
* Presentable appearance
* Friendly, out- going manner
* Sense of humour
* Ability to work on own initiative and under the direction of others
 | Application FormSelection ProcedureSupporting statementReferences |
| Post holders must comply with the Council’s Equal Opportunities and health and safety policies and Data Protection 1988. Post holders must be highly knowledgeable about child protection and safeguarding procedures and policies. Any other duties appropriate to the grade of the post, subject to any reasonable adjustments under the Disability Discrimination Act. Post holders will be required to demonstrate the behaviours and attributes that support WCC core values. |