

**Child and Family Support Worker
Person Specification**

	Essential
Qualifications and experience	<ul style="list-style-type: none"> • An appropriate childcare qualification equivalent to at least NVQ level 3, or other relevant qualification • GCSEs at grades 9 to 4 (A* to C) including English and Maths • A proven track record of success in working with children • Enhanced DBS and disclosures • Experience of meeting the requirements of Keeping Children Safe in Education and Working Together to Safeguard Children
Skills and knowledge	<ul style="list-style-type: none"> • Knowledge and experience of direct work with families and children in need of additional support • Excellent interpersonal and communication skills • Ability to work both independently and as a member of a team • Ability to reflect on own practice; undertake training advice and constructive feedback • Ability to build effective, trusting working relationships with children, families, colleagues and external professionals • Skills and expertise in understanding the needs of all pupils, including those experiencing social, emotional, behavioral and mental health difficulties • Knowledge of how to help adapt and deliver support to meet individual needs • Active listening skills • The ability to remain calm in stressful situations • Knowledge of guidance and requirements around safeguarding and child protection • Secure ICT skills • Understanding of roles and responsibilities within the classroom and whole school context
Personal qualities	<ul style="list-style-type: none"> • Approachable, positive, flexible and enthusiastic with a good sense of humour • Resilience and flexibility • Enjoyment of working with children and families • Sensitivity and understanding, to help build good relationships with pupils • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • Commitment to maintaining confidentiality at all times • Commitment to safeguarding pupils' wellbeing and equality • A commitment to equal opportunities and an understanding of the impact of deprivation and discrimination on communities, families and individuals

Applicants should pay particular attention to the requirements in the person specification when completing their application.