

Person Specification – Family Support Worker

Essential and desirable skills, abilities, experience, knowledge and special requirements for the post of Home-Start Family Support Worker.

This form also indicates how the different requirements may be assessed during the selection process:

A = Application Form, I = Interview, E = Exercise

Person Specification – Family Support Worker			
ESSENTIAL	Method of Assessment		
	A	I	E
Education and qualifications			
NVQ Level 2 in Child Care, Health and Social Care or equivalent plus 3 years' experience working directly with families and children aged 0-5years. Or A NVQ Level 3 in Child Care, Health and Social Care or equivalent plus 2 years' experience working directly with families with children 0-5.	√	√	
A minimum of 5 GCSE's including English and Maths.	√		
Employment history			
Relevant previous experience gained voluntary or in paid employment or current employment working directly with families and young children for a minimum of 2 years.	√	√	
Supporting the Work of Home-Start North Down			
Ability to prioritise workload and plan own tasks effectively.	√	√	
Ability to follow structured programmes and work under the direction of senior staff.	√	√	
Ability to use Microsoft Office programmes (including Word, Outlook and basic Excel) to support record keeping, communication and monitoring requirements.	√	√	
Supporting families			
Understanding of the needs of families with young children including children with disability or health needs.	√	√	
Ability to build relationships and communicate effectively with parents and children.	√	√	
Ability to support positive parenting, routines, early learning and school readiness in home settings and community	√	√	

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settings.			
Working with others			
Ability to work as part of a team.	√	√	
Ability to build positive, respectful relationships with families, staff, volunteers and professionals.	√	√	
Safeguarding and professional practice			
Awareness and understanding of safeguarding and child protection responsibilities.	√	√	
Understanding of the need for professional boundaries and confidentiality.	√	√	
Self-management/personal attributes			
Strong Interpersonal and communication skills.	√	√	
Knowledge of and commitment to equal opportunities and anti-discriminatory practice.	√	√	
Ability to work independently, manage time effectively and meet agreed targets.	√	√	
Special requirements			
Occasional evening/weekend work.	√		
Car driver, access to a car and a current UK driving licence.	√		
Eligibility to work in the UK.	√	√	
Willingness to undertake an enhanced Access NI check.	√		
Willingness to undertake training relevant to the role.		√	
DESIRABLE			
Experience of home visiting.	√	√	
Experience of delivering group-based work for parents and children.	√	√	
Knowledge of evidence-based parenting programmes.	√	√	
Knowledge of early years development.	√	√	