



HATTON ACADEMIES TRUST PERSON SPECIFICATION

Post Title: **Family Support Worker**

Salary: NJC Scale Point 12 to 17

Education and Qualifications

| Essential Criteria | Desirable Criteria |
|---|--|
| <p>Level 2 (or equivalent) in English and Maths</p> <p>Good ICT skills, including Microsoft Word and Excel.</p> <p>Valid First Aid qualification (or the willingness and ability to undertake First Aid training)</p> | <p>Counselling/therapist qualification</p> |

Knowledge / Skills

| Essential Criteria | Desirable Criteria |
|---|--|
| <p>Experience and understanding of children within their family context.</p> <p>Understanding of confidentiality and its boundaries.</p> <p>Enjoy working with children and their families in a respectful and empathetic manner.</p> <p>Flexible and responsive with the ability to address potentially challenging situations by problem-solving and negotiation.</p> <p>Confident with good communication and interpersonal skills in order to work effectively with staff, parents and pupils.</p> <p>The ability to identify work priorities and manage the given workload to meet deadlines.</p> <p>Able to work using own initiative, be pro-active, follow direct guidance from Senior Pastoral Team.</p> | <p>Experience of supporting secondary school aged children and families.</p> <p>Knowledge of Child Protection issues and procedures</p> <p>Experience of working with families under stress</p> <p>Knowledge/experience of school student attendance and absence processes</p> |

Hatton Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Attitude

| Essential Criteria | Desirable Criteria |
|---|--------------------|
| <p>Reliable in order to maintain the consistency of expectations and standards.</p> <p>The ability to work effectively as a part of a team.</p> <p>Approachable and supportive in order to provide advice and guidance to pupils as required.</p> <p>Resilient with the ability to demonstrate a positive, realistic attitude at all times when dealing with challenging situations.</p> <p>Able to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs.</p> <p>Commitment to deliver a first class service to the Academy.</p> <p>Willingness to undertake training and personal development.</p> <p>Must be suitable to work with children.</p> | |