

Person Specification: Early Intervention and Family Support Worker

Factors	Essential	Desirable	Assessment Method
Qualifications	<ul style="list-style-type: none"> ❖ Educated to a good standard 	<ul style="list-style-type: none"> ❖ Safeguarding Qualification ❖ NVQ level 3 or equivalent relevant in education or working with parents 	Application form
Training	<ul style="list-style-type: none"> ❖ Recognition of the need for continuing development and training 	<ul style="list-style-type: none"> ❖ Evidence of recent professional development relevant to the post 	Application form Interview
Experience	<ul style="list-style-type: none"> ❖ Experience of work with families ❖ Experience of working with young people ❖ Knowledge of child development and its influence on parent/child relationships ❖ Practical knowledge and experience of working with vulnerable families 	<ul style="list-style-type: none"> ❖ Experience of working within, or alongside, an educational setting ❖ Experience of working successfully with disaffected students, including those with social, emotional and mental health needs and challenging behaviour 	Application form Interview
Knowledge and Skills	<ul style="list-style-type: none"> ❖ Excellent communication and interpersonal skills ❖ Ability to engage constructively with, and relate to a wide range of young people, parents/carers, from different cultural and socio-economic backgrounds ❖ Competent in the use of ICT ❖ Ability to work as part of a cohesive team ❖ Ability to handle difficult situations with sensitivity, confidentiality and discretion at all times, combined with a calm personality, a practical approach and sound judgement ❖ Able to quickly establish positive working relationships with students, staff parents and a wide range of people from within and outside the school ❖ Ability to work in a way that promotes the safety and wellbeing of children and young people ❖ Ability to maintain a non-confrontational approach ❖ Ability to plan and prioritise own workload and manage conflicting demands 		Interview References

<p>Personal Qualities</p>	<ul style="list-style-type: none"> ❖ Seek to work collaboratively and resolve conflict ❖ Willingness to constructively challenge the work of self and others to continually improve own and team performance ❖ Empathy ❖ Cheerful outlook ❖ Resilience ❖ Positive, can-do attitude ❖ Flexible approach in relation to work ❖ Ability to work confidentially and with discretion 		<p>Interview References</p>
<p>Sexey's Values and Ethos</p>	<ul style="list-style-type: none"> ❖ Possess a positive and sympathetic philosophy towards working in a Church of England boarding school. ❖ Value the contribution that each individual brings to the school community. ❖ Respect and value diversity and promote equality ❖ Promote and model mutual respect 		<p>Interview</p>