**BRISTOL CITY COUNCIL PERSON SPECIFICATION**

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| **Job title:** | Family Support Worker |
| **Bristol grade:** | BG5 |
| **Managed by:** | A designated named Line Manager of the reach area |
| **Responsible for:** | Parents/Carers and their children, Students, Volunteers |
| Directorate: | People |
| Service area: | Children and families services |

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| **Preferred assessment method** | |
| **A** | Application |
| **AC** | Assessment centre |
| **I** | Interview |
| **PA** | Practical assessment |
| **P** | Presentation |
| **T** | Test |

The table below sets out the essential and desirable knowledge skills and aptitude required to do this role.

**Essential** **(MUST HAVE)** = minimum skills, qualifications, knowledge and experience required to perform in the role

**Desirable** **(COULD HAVE)** = skills, qualifications, knowledge and experience required that will help the jobholder to perform in the role

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| **Requirement - ESSENTIAL** | **Method** |
| A minimum of Level 3 qualification: childcare, health, family support, social work | **A** |
| Experience in identifying the needs of individual children and their parents/carers | **A,I**  **PA** |
| Able to demonstrate knowledge and/or experience of equalities, diversity issues and prevent agendas | **A,I** |
| Knowledge of safeguarding and health and safety and security procedures | **A, I** |
| Knowledge of attachment and emotional wellbeing | **A,I** |
| Capacity to build constructive, solution focussed partnerships with parents and children | **A, I,**  **PA** |
| Excellent interpersonal skills and accurate verbal and written communication | **A, I, P** |
| Ability to work towards the creation of a caring and safe environment | **A, I** |
| Proven skills in organising activities to achieve defined targets and being accountable for impact in outcomes | **A, I** |
| Proven ability to work as part of team | **A, I,**  **P** |
| Have a working knowledge of Microsoft office applications or equivalent including the following: email (outlook or equivalent), word processing (word or equivalent), spreadsheets (excel or equivalent) using the internet (internet explorer or equivalent) Have a willingness to learn new applications and technology as appropriate. | **A, I, P** |
| Ability to converse with citizens and provide advice in accurate spoken English, or through a BSL interpreter. | **A, I, P, PA** |

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| **Requirement - DESIRABLE** | **Method** |
| Knowledge and understanding of the needs of families effected by Domestic Abuse and mental health | **A, I**  **PA** |
| Familiarity with First Response and TAF arrangements | **A, I** |
| Full driving licence and business insurance | **A, I** |
| Experience of Multi agency working | **A, I** |
| Understanding the issues related to engaging vulnerable families in family support services | **A, I. PA** |
| Proven skills in developing and monitoring family support programmes to develop parenting skills | **A, I,**  **PA** |