**BRISTOL CITY COUNCIL PERSON SPECIFICATION**

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| **Job title:** | Family Support Practitioner |
| **Bristol grade:** | BG8 |
| **Managed by:** | A designated named Line Manager of the reach area |
| **Responsible for:** | Parents/carers and their children, students, volunteers  |
| Directorate: | Children’s Services |
| Service area: | Early Years |

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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** |
| **Knowledge & Experience**A minimum of Level 3 qualification: childcare, health, family support, social work. | **A** |
| Minimum 2 years’ experience of working effectively in community support or work with families in an early years setting or primary school. | **A,I** |
| Experience of delivering evidence based parenting programmes and/or intensive one-to-one parental support with vulnerable parents and families in crisis. | **A,I** |
| Experience in identifying the needs of individual children and their parents/carers. | **A,I** |
| Knowledge, understanding and application of safeguarding, health & safety and security procedures. | **A,I** |
| Knowledge, understanding and application of attachment and emotional wellbeing. | **A,I** |
| Experience of multi-agency working. | **A,I** |
| 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).  | **A,I** |
| Able to demonstrate knowledge and/or experience of equalities and diversity issues and prevent agendas. | **A,I** |
| **Abilities & Aptitudes**Capacity to build constructive, solution focussed partnerships with parents and children. | **A,I** |
| Excellent interpersonal skills and accurate verbal and written communication. | **A,I** |
| 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** |
| Willingness to learn new applications and technology as appropriate. | **A,I** |
| Ability to converse with citizens and provide complex information in accurate spoken English, or through a BSL interpreter. | **A,I** |

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| **Requirement – DESIRABLE** | **Method** |
| **Knowledge & Experience**Knowledge and understanding of the needs of families affected by domestic abuse and mental health. | **A** |
| Familiarity with First Response and TAF arrangements. | **A** |
| Post Graduate or Masters qualification or an interest in research. | **A** |
| **Abilities & Aptitudes**Understanding the issues related to engaging vulnerable families in family support services. | **A** |
| Proven skills in planning programmes for groups/individual families. | **A** |
| Proven skills in developing family support programmes to develop parenting skills. | **A** |
| Awareness of the skills required to monitor quality of service/care provided. | **A** |
| An awareness of, and commitment to, the Council's core values and their impact on delivering effective services. | **A** |

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| **Special conditions** |
| This post involves working directly with children and families and will be subject to a pre-employment DBS check. Establishments are open in extended hours including school holidays, twilight sessions, evenings and weekends - requiring post holders to work flexible hours. The post holder must be willing and able to be mobile and travel around the city when required, e.g. for off-site meetings. |