



Person Specification			
Post title	Family Support Worker	Grade	G / £32,061 - £33,699 pro rata per annum

* * * This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months * * *

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Minimum of 2 years, recent experience of working directly with families with multiple needs with children aged 0-18.	A, I
S2	Ability to work in partnership with partner agencies, families and communities.	A, I
S3	Ability to keep appropriate records and produce reports.	A, I
S4	Experience of engaging and maintaining open constructive relationships with service users.	A, I
S5	Experience of engaging hard to reach families using persistence and creativity.	A, I
S6	To have an assertive and pro-active approach to partnership working including the ability to identify and overcome barriers.	A, I
S7	Demonstrate an understanding of, acceptance and commitment to the principles underlying equal opportunities	A, I
S8	Demonstrable commitment to safeguarding the welfare and safety of children and young people at all times	A, I
S9	Ability to prioritise work under pressure and to be self-motivating.	A, I
S10	Understanding and knowledge of child development and family functioning	A, I
S11	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	A, I
S12	Respect - a strong desire to treat people with care and dignity, observing the rights of other people,	A, I

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Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
Communication		
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people’s points of view	A, I
C2	Effective verbal and written communications skills with service users, professionals and other colleagues	A, I
Qualifications		
Q1	Minimum NVQ level 2 or equivalent in a related field (e.g. Health and Social Care) or equivalent experience. A commitment to ongoing professional development	A, C

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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