



Person Specification			
Post title	Family Support Worker (SGO)	Grade	G

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	Ability to embrace and work within Knowsley policies and procedures.	CV/SS, I
S2	A commitment to equal opportunities and anti-discriminatory practice.	CV/SS, I
S3	Knowledge of relevant legislation in relation to children and families.	CV/SS, I
S4	Knowledge of and abide with Health and Safety issues and having due regard for self and others	CV/SS, I
S5	Demonstrate an ability to assess and gather information, formulate, implement and review action plans/risk assessment with carers, children and families.	CV/SS, I
S6	Demonstrate an ability to organise and prioritise own workload and maintain appropriate records. Including managing own caseloads when prioritising.	CV/SS, I
S7	Ability to communicate effectively with other service users who have complex needs	CV/SS, I
S8	Experience of promoting anti oppressive practice and challenge discrimination	CV/SS, I
S9	Demonstrate an ability to work independently and as part of a team.	CV/SS, I
S10	Willing to participate in supervision sessions and in the Performance, Review and development process.	CV/SS, I
S11	Demonstrate an ability to identify own support needs and, when needed, ask for assistance.	CV/SS, I
S12	Skills and experience of multi-agency working.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability,	I

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	Communication and Respect	
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.	CV/SS, I
Qualifications		
Q1	To hold or be willing to work towards achieving a minimum of level 3 NVQ / QCF related to working with children.	CV/SS, C
Q2	Educated to GCSE level or equivalent	CV/SS, 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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