Knowsley Council

Person Specification			
Post title	Senior Family Support Worker	**Grade**	Grade H / £35,570 to £37,563

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	Recent experience of working with children and parents to deliver targeted interventions to tackle issues such as youth crime/anti-social behaviour, educational difficulties, SEN, neglect, emotional/sexual health.	CV/SS, I
S2	Ability to read over assessments and design intervention plan with clear outcomes and goals. Experience of liaising with other services to ensure family needs and strengths are considered in planning for children and young people.	CV/SS, I
S3	Experience of delivering restorative practices and successfully undertaking this approach in various settings with positive results for all participants (restorative conferencing, mediation, family group conferencing etc).	CV/SS, I
S4	Knowledge and understanding of key research that underpins interventions and what works with families. An understanding of and commitment to, equal opportunities issues, and the ability to ensure anti-discriminatory practice	CV/SS, I
S5	Demonstrate an ability to assess and gather information, formulate, implement and review action plans/risk assessment with 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 set service objectives, review activities and implement operational plans to achieve change under the direction of the Manager.	CV/SS, I

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Knowsley Council

S8	Ability to develop collaborative working relationships with partners in statutory, voluntary and community sectors.	CV/SS, I
S9	Ability to gather and analyse information to inform performance reporting and ability to set and measure standards of practice. Numeracy sufficient to produce and understand statistics. To complete audits and write a summary of findings with clear recommendations to improve the service	CV/SS, I
S10	Ability to anticipate, respond and react appropriately to situations when working under pressure. Have the ability to manage time / self efficiently and effectively.	CV/SS, I
S11	Good verbal, non-verbal and written communication skills enabling clear communication.	CV/SS, I
S12	Skills in identifying staff development needs individually and as a team, and a knowledge of the resources available to meet them.	CV/SS, I
S13	Ability to deal with complaints in an effective manner.	CV/SS, I
S14	Leadership qualities including managing and motivating staff in a co-operative manner, wherever possible. Skills in staff supervision and delegation. Ability to work co-operatively with colleagues and work on own initiative.	CV/SS, I
S15	To chair meetings effectively and ensure productive outcomes/activities.	CV/SS,I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	CV/SS, I
P2	To work flexibly to meet the needs of the service. This will encompass some early mornings, evenings and weekend work which may take place in families’ home or the community. To work flexibly across the Borough and City region and on occasion out of borough when required. Time to be taken back as flexi hours.	CV/SS, I
P3	Demonstrate a commitment to continuous learning and development.	CV/SS, 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.	CV/SS, I
C2	The ability to speak fluent English.	CV/SS, I
Qualifications		
Q1	To hold a satisfactory Enhanced DBS.	CV/SS, C

January 2026

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Q2	Educated to GCSES	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.

January 2026

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