

Person Specification: Family Support Worker:

February 2025

Attributes	Essential	Desirable
Experience (Relevant work and other experience)	• Experience of working with children with special education needs in a secondary mainstream or specialist • Understanding of the SEND code of Practice and Quality First Teaching. • Experience in preparing and delivering interventions with clear aims, content and outcomes. • Experience of preparing reintegration plans for students with SEMH needs • Knowledge of a range of strategies to promote positive behaviour. • Understanding of Child Protection and Health and Safety Regulations. • Awareness of confidentiality issues linked to home/student/teacher/school work.	• First Aid Qualification. • Experience of using technology to support learning e.g. Google Drive/Classroom
Education & Qualifications	• Relevant qualification to NVQ Level 3 or above and GCSE Grade C or equivalent in Maths and English. • Evidence of further study above GCSE level.	
Training	• Willingness to undertake training and professional development in SEND and SEMH in order to support students.	.
Skills and Abilities	• Ability to work effectively as a member of a team. • Understanding of restorative practices and ability to resolve conflict using these strategies. • Good, clear communication skills, oral and written. • Ability to motivate, engage and relate to students, especially those with SEMH needs. • Highly motivated; ability to work with minimum supervision. • Excellent interpersonal skills. • Ability to stay calm under pressure. • Eye for detail and committed to accuracy. • Ability to keep to procedures.	• Confident to liaise with a range of stakeholders, including external professionals and parents • Meticulous attention to detail. • Awareness of data protection. • Ability to follow written procedures.

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Personal qualities	• Commitment to the ethos and aims of the school. • Excellent work ethic. • Patient and conscientious. • Excellent attendance and punctuality. • Outstanding role model for students. • Willingness to 'go the extra mile' in order to secure the best outcomes for students.	
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