

Home-Start is committed to safer recruitment practice as an important part of safeguarding and protecting children and vulnerable adults

Person Specification – Senior Family Support Worker

Essential and desirable skills, abilities, experience, knowledge and special requirements for the post of Home-Start Senior Family Support Worker



This form also indicates how the different requirements may be assessed during the selection process:

A = Application Form, I = Interview, E = Exercise

Person Specification – Family Support Worker			
ESSENTIAL	Method of Assessment		
	A	I	E
Education and qualifications			
Good standard of education (GCSE, NVQ level 3 or equivalent)	X		
Employment History			
Relevant employment or voluntary work, including of working with families	X	X	
Managing a Project			
Knowledge of the voluntary, community and faith sector	X	X	
Ability to run a project	X	X	
Ability to plan and prioritise work	X	X	
Ability to process and collate information	X		X
Ability to prepare reports and statistical information	X		X
Supporting families			
Understanding of the needs of families with young children	X	X	X
Knowledge of safeguarding concerns	X	X	
Knowledge of current legislation and policies relating to children and families	X	X	
Experience of working with mental health issues	X	X	
Experience of working with individuals with English as a Second Language	X	X	
Managing Others			
Ability to lead a team of volunteers	X	X	
Working in partnership and in the wider context			
Knowledge of the roles of agencies providing services for children and families	X	X	
Promotional skills	X		X
Presentation skills	X		X

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Self management/personal attributes			
Interpersonal skills		X	
A positive and creative approach to tackling tasks	X	X	
Commitment to good safeguarding practice	X	X	
Knowledge of and commitment to equity, equality, diversity and inclusion and anti-discriminatory practice	X		
Understanding the need for professional confidentiality	X		
Good written and verbal communication skills	X	X	
Negotiating skills	X		
Special requirements			
Able to work flexibly, some evening or week-end work		X	
Willingness to access training opportunities		X	
Car driver with a clean licence and access to a car for work	X		
Eligibility to work in the UK	X		

DESIRABLE			
Relevant professional training, for example in Health, Child Care, Education	X		
Experience of work in the voluntary sector or as a volunteer	X		
Parenting experience	X		