



PERSON SPECIFICATION

SEND Family Support Worker

Single Status Grade 8 point 20 – Grade 9 point 23 dependent on experience

Essential key skills and abilities

These criteria will be assessed at the application and interview stage

- Ability to use language and other communication skills that pupils can understand and relate to.
- Ability to establish positive relationships with pupils and empathise with their needs.
- Ability to demonstrate active listening skills.
- Ability to offer constructive feedback to pupils to reinforce self-esteem.
- Confident in effective ICT skills and be open to learning new systems and technologies within the role.
- Have a positive attitude, good sense of humour, integrity and a flexible approach to work with a wide range of individuals
- Ability to work effectively and supportively as a member of the SEND/Pastoral Care team.
- Ability to identify work priorities, whilst ensuring that lower priority work is kept up to date.
- Able to act on own initiative, dealing with any unexpected problems that arise.
- Ability to work within and apply all school policies e.g. behaviour management, safeguarding, child protection, Health and Safety, Equal Opportunities etc.
- Ability to demonstrate robustness and emotional resilience in challenging situations.

Essential knowledge

These criteria will be assessed at the application and interview stage

- Knowledge of requirements for maintaining the health, safety and security of yourself and others in the learning environment.
- Up to date knowledge of challenges facing young people today (e.g. self-harm, drugs, pressures linked to social media etc)
- A knowledge of children's developmental needs.
- An understanding of safeguarding children procedures.
- An understanding of the varied needs of SEND/LAC pupils.

Essential experience

These criteria will be assessed at the application and interview stage

- Interest and experience in working with children with SEND and enjoy having a positive impact on children and their outcomes
- Experience and interest in working with children and families.
- Evidence of being an emotionally intelligent, reflective worker.
- Experience of keeping work records.

Other essential criteria

These criteria will be assessed at the application and interview stage
<ul style="list-style-type: none">• A personality to merit the respect of pupils and to encourage their active involvement in the learning process, in and out of lessons.• A confident communicator with strong inter-personal skills.• Integrity, good humoured and a caring and positive outlook.• Have a full driving licence and use of a car.• Willingness to participate in further training and development opportunities offered by the schools and County, to further knowledge.• Have a commitment to continuing professional development• Willingness to maintain confidentiality on all school matters.