

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

Person Specification – Family Support Worker

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

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

Person Specification		
	Essential	Desirable
Education and qualifications		
Good standard of education	✓	
Training relevant to the post	✓	
Employment History and Experience		
Relevant previous or current employment or voluntary work	✓	
Knowledge of the voluntary sector and the roles and responsibilities of a voluntary Board of Trustees		✓
Accurate and timely record keeping	✓	
Ability to work as part of a team	✓	
Supporting families		
Understanding of the needs of families with young children	✓	
Parenting experience		✓
Knowledge of parenting practices and child development		✓
Experience of working with families and children using a solution focused approach		✓
Knowledge of current legislation relating to children and families, including Child Protection and GIRFEC		✓
Working in partnership and in the wider context		
Knowledge of the roles of agencies providing services for children and families		✓
Self management/personal attributes		
Interpersonal skills	✓	
A positive and creative approach to tackling tasks	✓	
Knowledge of and commitment to equal opportunities and anti-discriminatory practice	✓	
Good written and oral communication skills	✓	
Ability to work on own initiative	✓	
Able to work flexibly, which may include some occasional evening or week-end work and some occasional early morning or evening work		✓
Willingness to access training opportunities	✓	
Use of own car	✓	
Eligibility to work in the UK	✓	