**FAMILY WORKER WITH ADDITIONAL NEEDS FOCUS**



**PERSONNEL SPECIFICATION**

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| **CRITERIA** | | **ESSENTIAL**  **EVIDENCED IN APPLICATION FORM** | **ESSENTIAL**  **EVIDENCED AT INTERVIEW** | **DESIRABLE** |
| **QUALIFICATIONS & EXPERIENCE** | NVQ Level 3 childcare or equivalent AND at least one years’ experience working in an organisation providing early years (0-6 years) services or family support services **OR** NVQ Level 3 Health and Social Care AND at least two years’ experience working in an organisation providing early years (0-6 years) services or family support services  Experience of providing group-based programmes of support to parents or carers  Experience of working with children with additional needs or learning difficulties  Experience of using early intervention strategies of support for children with additional needs aged 0-4 | **Yes**  **Yes** | **Yes** | **Yes**  **Yes** |
| **KNOWLEDGE & UNDERSTANDING** | Knowledge of the skills required in working with parents and children and Understanding of Early Years    Demonstrable ability to facilitate programmes of family support  Demonstrable ability or experience of carrying out home based support  Knowledge of child protection and safeguarding processes and responsibilities | **Yes**  **Yes**  **Yes** | **Yes**  **Yes**  **Yes**  **Yes** |  |
| **SKILLS & APTITUDES** | Excellent written and oral communication skills  Ability to empathise with the needs of families and children and communicate effectively with service users in an appropriate and professional manner  Ability to build and maintain effective working relationships with children, parents/carers, colleagues and a range of professionals  Ability to work effectively as part of a team and on own initiative  Competent IT skills to include proficient use of MS Office, Internet Explorer and email | **Yes** | **Yes**  **Yes**  **Yes**  **Yes** | **Yes** |
| **OTHER** | The candidate must hold a full and current driving license valid in the UK with access to a car on appointment\*  Willingness to work flexibly | **Yes** | **Yes** |  |
| **MISSION & VALUES** | Respect for the vision, mission and core values of Colin Sure Start and committed to the ethos and principles of community development. |  | **Yes** |  |
|  | **\***Consideration will be given to alternative travelling proposals in respect of applicants with a disability who cannot hold a licence. | | | |