



JOB TITLE: Family Support Worker Early Years

Grade: Scale 6 plus SEN allowance

RESPONSIBLE TO: Assistant Headteacher EYFS

The Role

As a Family Support Worker, you will play a crucial role in delivering effective family support services to improve outcomes for children and families. Your key responsibilities will include:

- Working directly with families to provide support, guidance, and advice to promote positive parenting and enhance family relationships.
- Conducting assessments of individual and family needs, identifying barriers to achievement and implementing appropriate interventions.
- Collaborating with other professionals and agencies to ensure coordinated support is provided to families.
- Delivering group-based interventions and parenting programmes to support the development of skills and knowledge.
- Monitoring and evaluating progress, providing feedback and encouragement to families.
- Develop and sustain effective partnerships with parents and carers.
- Promote meaningful parental engagement in Early Years learning.
- Proactively identify needs and provide timely information, advice and guidance.
- Respond effectively to requests from parents, carers and staff.
- Signpost families and staff to appropriate services and professional support.
- Design and deliver purposeful parent engagement sessions and training opportunities.

The ideal candidate will possess the following skills and attributes:

- Experience working in a family support role, with a good understanding of the challenges faced by families.
- Experience of working with complex SEND needs.
- Knowledge of relevant legislation, policies, and frameworks related to child welfare and safeguarding.
- Excellent communication and interpersonal skills, with the ability to build positive relationships with families and other professionals.
- Strong assessment and intervention skills, with the ability to identify needs and implement appropriate support.
- Ability to work independently, managing a caseload effectively, as well as being a team player.
- Positive, solution-focused approach, with the ability to motivate and inspire families to achieve positive change

PERSON SPECIFICATION

* E = Essential Criterion (required at point of recruitment) D = Desirable Criterion (can be developed over time)

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| Qualifications and Experience | <ul style="list-style-type: none"> • Experience and understanding of safeguarding and child protection procedures • Experience of working with families and their children | <ul style="list-style-type: none"> • E • D |
| Knowledge | <ul style="list-style-type: none"> • Knowledge of working with pupils with SEND • Knowledge of working in Early Years • Awareness of the challenges families of children with SEND face | <ul style="list-style-type: none"> • E • D • D |
| Skills and Abilities | <ul style="list-style-type: none"> • Good interpersonal and communication skills and the ability to develop effective relationships with children and their parents and professionals • Ability to deal with sensitive issues, understand conflicting views and expectations and cope with a range of issues and behaviour. • Ability to demonstrate a person centred commitment, valuing diversity and demonstrating respect for the language, religion and cultures of others • Ability to recognise degrees of risk, change and conflict and to identify personal stress levels, seeking advice and support when necessary within and outside personal supervision • Good organisational skills – able to prioritise workload and have good time management skills • Ability to provide support to families of a developmental and enabling nature • Able to undertake lone working in a household setting as well as working as part of a team • Ability to write clear and accurate reports and use IT packages, i.e. MS Office, Arbor | <ul style="list-style-type: none"> • E • E • E • D • E • E • E • E • E |
| Work-related Personal Qualities | | |

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| <ul style="list-style-type: none"> • A flexible approach • A sense of responsibility • Tact and diplomacy • Integrity • Empathy | <ul style="list-style-type: none"> • E • E • E • E • E |
| <p>Other Work-related Requirements</p> <ul style="list-style-type: none"> • Some flexibility to work outside normal school hours and during school holidays when required • Hold current driving license and Insurance cover for business usage and have use of own car • To actively take part in a programme of Continuing Professional Development and further training to meet targets agreed in Individual Performance Review | <ul style="list-style-type: none"> • E • E • E |