



# Gosden House School

## Child and family support worker

### Person Specification

#### April 2023

Selection Criteria	
<b>Qualifications</b>	
<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Home School Link Worker or Professional social work qualification, or other relevant qualification.</li> <li>• Qualified Designated Safeguarding Lead (DSL) or willing to undertake training.</li> </ul>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• Registered or in process of registering with the Social Work England.</li> </ul>
<b>Experience</b>	
<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Experience in assessing the needs of, and undertaking direct work with children and young people, with a track record of improving children and young people's lives.</li> <li>• Experience working with vulnerable young people, either in an education setting or an environment in which skills can be transferred into an educational environment.</li> </ul>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• Experience working with children, young people and families with additional needs and complex circumstances.</li> <li>• Experience and/ or training in providing supervision for colleagues.</li> </ul>
<b>Professional Knowledge and Understanding</b>	
<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Up to date working knowledge of relevant national and local policy and statutory guidance and legislation, including KCSiE and Working Together 2018.</li> <li>• Familiarity with attachment aware and trauma informed practice.</li> <li>• Able to demonstrate understanding of the needs of vulnerable children/young people with additional needs.</li> <li>• Sound knowledge of school and social care processes and responsibilities in line with personalisation, self-directed support and person centred planning.</li> <li>• An understanding of the principles of confidentiality and information governance.</li> <li>• An understanding of diversity and how it affects practice.</li> </ul>	<p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>• Knowledge of specific approaches which specifically benefit CYP with Additional Needs – e.g. PACE, ELSA, Zones of Regulation.</li> <li>• Knowledge of Surrey services available to families.</li> </ul>

## Professional Qualities

### Essential:

- Able to relate well to children and families, to respect their rights and gain their informed consent, to engage them in positive action for change, in order to effect better engagement with school and improve life outcomes.
- Able to build and maintain good working relationships and communicate effectively in challenging situations.
- Able to work effectively within a team, promoting and modelling excellent relationships within a professional context.
- Able to gather information to inform judgement for interventions, risk assessments and referrals.
- Excellent partnership working skills with an ability to communicate and collaborate effectively with partners in statutory, voluntary and third sector organisations.
- Able to maintain appropriate professional boundaries.
- Able to manage own resilience when working with trauma, and to access professional supervision and support as needed.
- Enhanced DBS.

## Skills & Aptitudes

### Essential:

- Ability to communicate appropriately and in a timely way with individuals, carers families, other professionals and team members which is clear, fluent concise and jargon free and in a courteous calm and professional manner. This includes both verbal and written communication.
- Ability to routinely explain professional reasoning, judgement and decisions made, and record these in a clear concise way.
- Ability to write assessment documents, letters, emails and reports in a way that is clear and easily understood by anyone reading them.
- Ability to co-operate and work well with others, support colleagues both within and outside of the team and contribute to the successful achievement of team goals, sharing information and learning whilst supporting others.
- Competent in the use of basic IT skills.
- Competent in the use of basic numeracy skills with the ability to understand and explain basic cost information.
- Ability and willingness to develop effective professional reflective supervision skills to support.

### Desirable:

***This school is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to demonstrably share this commitment***