

FAMILY SUPPORT WORKER PERSON SPECIFICATION

OUR VISION

We exist to transform young people's lives through holistic education. Through our Christian ethos we are committed to working with schools from the inside out to support the aspirational, relational, and spiritual needs of students and their families.

Our approach to education focusses on developing the whole person, enhancing student wellbeing, and improving OFSTED outcomes to help transform school communities.



EXPERIENCE AND QUALIFICATIONS

- Relevant qualifications and transferable skills.
- Experience working within an education or equivalent setting.
- Experience working with young people with a variety of complex needs.
- Current Enhanced DBS.
- An understanding of safeguarding & child protection.
- Must have a clear understanding of our Christian Ethos & be able to articulate how Christian values can positively impact student's lives.

CHRISTIAN ETHOS

We have a clear expectation that employed staff will have a familiarity with, and an ability to perform in accordance with, the mission, vision and values of Grace Foundation's charitable objectives.

In line with these charitable objectives, and in accordance with the Equality Act 2010, it is therefore a Genuine Occupational Requirement that this post holder is a practicing Christian unless specified otherwise in the job description.

FAMILY SUPPORT WORKER COMPETENCIES

Influential Leadership

Able to lead themselves & consistently leads by example.	Builds trust with key stakeholders through integrity and follow-through.	
Takes responsibility & is accountable for their role.	Effectively influences, persuades & collaborates with others through shared vision.	
Approachable & visible to staff, students & families.	Works collaboratively as part of a team to achieve shared goals.	



Meaningful Relationships

Establishes & maintains a positive & productive relationship with others.	Is sensitive to others and adapts ways of working to suit others.	
Practices self-awareness to understand personal strengths, weaknesses, and impact on others.	Shares knowledge, ideas and resources with others. Invites creativity from others	
Respects diversity and inclusivity, treating all stakeholders with dignity and fairness regardless of differences.	Develops emotional intelligence to build stronger interpersonal connections and relationships.	



Planning & Organisation

Organises own time and workload effectively.	Seeks feedback and evaluates delivery to continuously improve planning processes and outcomes.	
Maintains effective personal administration to deliver tasks on time and on budget.	Sets SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals and prioritises tasks effectively.	
Effectively organises a variety of deep and wide activities through a 'Plan, Do, Review' approach.	Efficiently delivers, records, and shares impact based on identified need.	



FAMILY SUPPORT WORKER COMPETENCIES

Adaptive Communication

Communicates effectively in timely and relevant manner.	Adapts communication style to key stakeholders and to different personality types (i.e.; DISC) within their team.	
Listens well & is sensitive & considerate to others.	Confident public speaking in small and large group settings.	
Responds promptly to different types of communication – i.e. verbal and written (email).	Confident communicating with senior stakeholders.	



Christian Ethos

Acts in a positive manner consistent with their personal and active Christian Faith.	Takes a holistic approach to address the spiritual, emotional, and practical needs of key	
Effectively able to participate in and lead faith-based activities.	Able to wisely communicate their Christian faith in a way that is accessible to all faiths and none.	
Engages in continuous spiritual reflection, seeking to deepen their personal relationship with God as part of a Church community.	Works inclusively yet distinctively with key stakeholders from the respectful approach that 'every individual is made in the image of God.'	



Tenacity

Demonstrates resilience and maintains a positive attitude in challenging situations and setbacks.	Identifies and addresses problems by analysing root causes effectively. Has a solution focussed approach versus problem focussed approach.	
Handles difficult interactions with composure and professionalism.	Persists in achieving goals despite barriers.	
Able to separate the 'person from the problem' and not take it personally.	Pursues personal and professional growth and support to adapt to change.	

