



**PERSON SPEC- CHILD AND FAMILIES WORKER**

|   | <b>Factor</b>                                           | <b>Essential</b>                                                                                                                                                                                                                                                         | <b>Method of Assessment</b>   | <b>Desirable</b>                          | <b>Method of Assessment</b>   |
|---|---------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|-------------------------------------------|-------------------------------|
| 1 | Education & Qualifications / Knowledge relevant to post | NVQ Level 3 in Childcare or Equivalent<br><br>Child Development<br>Child Protection                                                                                                                                                                                      | Application form<br>Interview | Childcare Legislation                     | Application form<br>Interview |
| 2 | Experience                                              | Working with Children aged 0-11 years<br><br>Working as a member of a team<br><br>Understanding of what is meant by the term Play and the ability to translate this into sound working practice.<br><br>Understanding of the issues that families in deprived areas face | Application form<br>Interview | Working with parents and families in need | Application form<br>Interview |

|   | <b>Factor</b>        | <b>Essential</b>                                                                                                                                                                                                                                                | <b>Method of Assessment</b>              | <b>Desirable</b> | <b>Method of Assessment</b> |
|---|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|------------------|-----------------------------|
| 3 | Skills and Abilities | <p>Direct work with children</p> <p>Effective communication skills</p> <p>Teamwork</p> <p>Able to communicate in an appropriate manner to all children within the specified age range and their parents and carers.</p> <p>Open and non judgmental attitude</p> | <p>Application form</p> <p>Interview</p> |                  |                             |
| 4 | EQUAL OPPS           | <p>Ability to demonstrate an understanding of Faith in Families equal opportunities policy in respect of service delivery, and an awareness of the needs of differing cultural groups and other minority groups and the practical</p>                           | <p>Application form</p> <p>Interview</p> |                  |                             |

|  | Factor                 | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Method of Assessment | Desirable | Method of Assessment |
|--|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-----------|----------------------|
|  | Any other Requirements | <p>application of equal opportunities within a play setting.</p> <p>An understanding of an integrated and inclusive play environment and a willingness to work with all the children regardless of ability.</p> <p>Commitment to working openly and in partnership with families</p> <p>Willingness to undertake other duties as requested in line with level of responsibility.</p> <p>Full UK Driving licence and access to a vehicle for work purposes</p> |                      |           |                      |