



# Person Specification

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St. Helens Council

Job Title: Fostering Support Worker

Ref No: ESCRA21

<b>Knowledge</b>	<b>E = Essential D = Desirable</b>	<b>Identified by</b>
Understanding of child development in relation to children of all ages and issues that affect them.	E	Application/Interview
Understanding of the role Social Services Department Legislation relating to young people e.g. Children's Act 1989, National Minimum Standard and Regulations Foster 2002, Anti Oppressive Practice	E	Application/Interview
Providing support packages to young people and carers	D	Application/Interview
<b>Skills and Abilities</b>	<b>E = Essential D = Desirable</b>	<b>Identified by</b>
Good written and verbal communication skills.	E	Application/Interview
Ability to build positive relationships with children and young people.	E	Application/Interview
Ability to work as part of a team.	E	Application/Interview
To work effectively with other agencies and with parents and carers	E	Application/Interview
Ability to make decisions and operate on own initiative sometimes in an emergency situation	E	Application/Interview
Ability to develop and implement programmes of intervention with young people and their families	E	Application/Interview
Knowledge and understanding of equal opportunities and anti- discriminatory practice	E	Application/Interview
Ability to identify and manage challenging behaviour and support those involved.	E	Application/ Interview
<b>Experience</b>	<b>E = Essential D = Desirable</b>	<b>Identified by</b>
Direct work with children and young people	E	Application/Interview
Experience of liasing and working with other professionals	E	Application/Interview
Group work with children and young people	D	Application/Interview
Working with parents/carers of young people	D	Application/Interview
Providing support to parents and children	D	Application/ Interview



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<b>Qualifications</b>	<b>E = Essential D = Desirable</b>	<b>Identified by</b>
Youth and Community Work qualification/ NVQ 3 Child Care or equivalent	E	Application
<b>Other Circumstances</b>	<b>E = Essential D = Desirable</b>	<b>Identified by</b>
Car driver with valid driving licence and Access to a vehicle.	E	Application/Interview
Able to work flexible hours including evenings and weekends	E	Application/Interview

\* NB - If an applicant cannot drive as they are precluded by disability applications are still welcome. Applicants are asked to provide a statement as to how they will be in a position to alternatively meet the requirement to enable the duties to be carried out effectively and efficiently with reasonable adjustments