



Person Specification

Note To Applicants

The points that are marked 'E' are the essential requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

The points that are marked 'D' are the desirable requirements that enhance a person's capacity to do the job.

Job Title	Family Hub Practitioner
Grade	5
Directorate	Families & Wellbeing
Service	Early Intervention & Prevention (EIP) Services

Criteria

Experience		
1. Experience of working directly with children and families	A/I	E
2. Experience of planning and delivering high quality interventions to support children's learning and development	A/I	E
3. Experience of working as part of a team with shared visions and objectives	A/I	E
4. Experience of understanding and implementing safeguarding policies and procedures	A/I	E
5. Experience of recording interventions, risks, and safeguarding concerns, capturing the voice of the child	A/I	D
6. Experience of whole family working including completing or contributing to whole family assessments	A/I	D
7. Experience of referring families to specialist support, e.g. Children's Social Care / Community Health Services	A/I	D

Skills and Abilities		
1. The ability to confidently build positive relationships with children and families	A/I	E
2. Good communication skills, including written and verbal, with the ability to effectively communicate with all members of the community and partners	A/I	E

3. The ability to recognise safeguarding risks and refer families to the right support at the right time	A/I	E
4. The ability to demonstrate a high level of emotional resilience	A/I	E
5. The ability to travel within the locality area and across the borough	A/I	E
6. The ability to manage your own time effectively, prioritising tasks and planning your workload independently	A/I	E
7. The ability to work flexibly, including delivering services during evenings and weekends	A/I	E
8. Knowledge of the Family Hubs and Start For Life agenda (D)	A/I	D

Education, Qualifications and Knowledge		
1. NVQ Level 3 or equivalent in relevant area of work	A/C	E
2. Early Years Foundation Stage (EYFS) training	A/I	D
3. Safeguarding training	A/I	D

Commitment To Equal Opportunities		
Ability to understand and demonstrate commitment to equality and diversity within the context of the relevant service.	A/I	E

Commitment To Service Delivery / Customer Care		
Committed to providing an excellent customer experience and embedding customer focus in all aspects of service delivery.	A/I	E

Climate and Sustainability		
Holds a Carbon Literacy Certificate (or related qualification), or willing to undertake Carbon Literacy related training, in support of the council's climate and sustainability objectives.	A/I	E

Other requirements		
DBS Enhanced Disclosure	A/I	E
Full UK driving licence	A/I	D

Methods of Assessment Key		
A Application Form	I Interview	C Certificate
T Test	P Presentation	AC Assessment Centre

Review Arrangements
<p>The details contained in this person specification reflect the experience, skills, abilities, qualifications etc required of the jobholder. It is acknowledged that these may change over time. Consequently, the Council may revise this person specification from time to time and will consult with the post holder at the appropriate time.</p>

Prepared / Revised By	Clare Pickering
Role	Interim Early Intervention & Prevention (EIP) Service Manager
Date	March 2026
Signature of Role Holder (following appointment)	Text
Date Signed	Text