

Home School Link Worker Person Specification

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|  | **Specific Criteria** |
| **Qualifications** | * Numerate and literate to GCSE in English and Maths (Grade C or above) * A commitment to engage in further professional development   **Desirable**:   * ELSA trained * Counselling qualification * Training in community work, youth work and working with parents |
| **Experience** | * Experience of working with parents and families or the health care sector * Experience working with primary aged children   **Desirable**:   * Supporting families with high level needs * Working within the education sector * Understanding of safeguarding |
| **Knowledge and understanding of:-** | * Child development, parenting capacity, environmental factors and risks and protective factors * The Aspirations Values and Conditions * Safeguarding procedures * Completing documentation such as Early Help * Policies and procedures relating to child protection * An insight into the needs of children and their parents/carers * Equal opportunities   **Desirable**:   * Knowledge of roles and responsibilities of key partner agencies * Knowledge of intervention strategies and resources * Knowledge of assessment systems and progress tracking methods * Leading EHA and TAF meetings * Making referrals to the relevant agencies regarding safeguarding concerns (such as MASH and Healthcare) * Knowledge of the school curriculum |
| **Skills** | * Ability to be supportive and non-judgemental * Ability to work within Child Protection guidelines * Excellent interpersonal skills and the ability to communicate at all levels with children, parents and the wider community * Computer literacy and the skills necessary to work with information management systems. The ability to work with word processing packages at a speed commensurate with the responsibilities of the role * Ability to prioritise tasks, manage own workload * Work constructively as part of a team, understanding school roles and responsibilities and your own position within these * Understanding of the needs of the local community * Good networking skills * Confidentiality of information * Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation * Flexible to the needs of the school including pupils and outside agencies * Ability to handle difficult situations with authority and sensitivity * Equality – demonstrable commitment to inclusive environments and equality   **Desirable**:   * Ability to plan and deliver high quality interventions, evaluate the impact of these and develop future planning accordingly * To provide a stimulating , welcoming learning environment |
| **Personal Skills and Qualities** | * Commitment to high standards * Maintain own time keeping * Team working * Reliable * Positive and professional * Committed * Enthusiastic * Flexible * Ability to keep calm and work under pressure * Creative * Sense of humour   **Desirable**:   * Be ambitious about own career development * Willingness to take a role in extra-curricular activities and events |