

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
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| **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
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| **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
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| **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
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| **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
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