

PERSON SPECIFICATION

Post Title:	Reintegration Support Worker
Grade:	NJC Scale Point 11-14
Hours:	Full Time 37 hours per week, 39 week contract Applicants wishing a Part Time role will be considered
Location:	Berrywood Hospital and Delapre Learning Centre in Northampton and county wide
Reports to:	Lead Teacher CAMHS Units, HOE Leadership Team

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Education and Qualifications	<ul style="list-style-type: none"> ● <i>This post requires satisfactory clearance of an enhanced DBS check.</i> ● C or 4 equivalent in Maths and English GCSE. ● Further relevant qualifications e.g. in social work, family work etc. 	<ul style="list-style-type: none"> ● Further relevant qualification
Experience and Knowledge	<ul style="list-style-type: none"> ● Recent experience of working with families in an education or social care setting. ● At least 3 years recent experience of working with young people and families with complex difficulties in an educational setting. ● Knowledge and understanding of safeguarding procedures in order to keep young people safe. ● IT competent. 	<ul style="list-style-type: none"> ● Knowledge of the Equalities Act and issues around equality of education and access. ● Experience of reintegrating pupils back to school following a period of absence. ● Knowledge and understanding of the difficulties experienced by pupils with social/emotional/mental health/physical health/behavioural needs. ● Knowledge of local services to support families with complex needs.

		<ul style="list-style-type: none"> • Experience of working in a team. • Knowledge of Protective Behaviours, Solihull Approach and Solution Focussed approaches.
Ability and Skills	<ul style="list-style-type: none"> • Ability to offer a range of strategies and approaches to meet the diverse needs of young people who are resident at the inpatient units, through the proven ability to successfully deliver informal programmes. • Ability to network and maintain effective relationships with other multi-agency partners. • Awareness of procedures and protocols relating to confidentiality and impartiality regarding all staff and pupil matters. • Excellent written and verbal communication skills coupled with familiarity with and ability to use ICT for communication for a range of purposes. • Ability to write accurate reports. • Excellent interpersonal and negotiation skills. • Ability to organise and prioritise conflicting demands on time and ability to demonstrate flexibility, initiative and self motivation, in order to be able to respond to the changing demands of HOE pupils and their families. • Ability to travel to different locations (i.e. driving licence, access to own car, suitably insured for work purposes). 	<ul style="list-style-type: none"> • Ability to lead by example. • Ability to support effective teamwork, to follow agreed plans whilst having confidence to make decisions whilst working in outreach settings. • Enthusiasm for continuing professional development.
Equal Opportunities	<ul style="list-style-type: none"> • Ability to demonstrate awareness/ understanding of equal opportunities and other people's behaviour, physical, social and welfare needs. • Ability to recognise and challenge anti -discriminatory 	

	practice in both young people and adults.	
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The Reintegration Support Worker will be accountable to the Headteacher, Deputy Headteacher, and Leaders of Learning for maintaining a high professional standard in the delivery of all aspects of their work. Decisions about pupil provision are discussed at a weekly group supervision and as and when required within the centre.

A performance management and supervision process is in place and all staff are expected to take part.