

Home School Link Worker

JOB DESCRIPTION

Hours:	37 hours per week (8.00 a.m. to 4.00 p.m. Monday to Thursday (Friday 3.30 p.m.))
Grade:	7 point 13 - 17
Contract Type:	Permanent, 39 weeks per year made of: 38 weeks term-time, plus 5 INSET days
Line Manager:	Assistant Headteacher – Attendance

Purpose of the Role

The Home School Link Worker (HSLW) will work preventatively with families, children and the school to provide early intervention, signposting, support and guidance.

Main Responsibilities

- Be committed to the safeguarding and promotion of the welfare of children and young people
- Comply with the policies and procedures relating to child protection, health and safety, security, confidentiality and data protection, and equal opportunities, and report all concerns to an appropriate person
- Take appropriate action to identify, evaluate and minimise any risks to health, safety and security within the school environment
- Contribute to the overall ethos/work/aims of the school and Trust
- Establish constructive relationships and communication with all staff and other agencies/professionals
- Recognise own strengths and areas of expertise and use these to advise and support others
- Participate in training (including safeguarding and child protection) and other learning activities and performance development as required

Specific Responsibilities

1. Safeguarding

Act as Deputy Designated Safeguarding Lead

2. Supporting children and families

- Develop excellent relationships with all parents/carers based on a foundation of trust and support, encouraging effective communication between the school and family.
- Actively encourage and support parents/carers to fully engage with school by attending meetings in school and with other professionals, etc.
- Help families and young people access other services, referring where appropriate
- To carry out home visits to support families and children, providing outreach support to families in line with school procedures on the basis of:
 - Needs of children and families and requests for support.
 - Priorities and needs that the school has identified.

- Work with the SENCO to help parents/carers understand the EHCP process and other SEN issues
- To support on-site parent and carer consultation evenings.

3. Working with external agencies

- Work closely with other agencies ensuring that follow-up work is done and all concerned are well informed.
- Create and implement Early Help Assessments (EHA) for identified students and their families, relating directly to their individual needs and circumstances.
- Be a “point of contact” between the school and external agencies involved in supporting students and families with the EHA, proactively initiating and establishing links with other services as necessary and maintaining positive working relationships to facilitate successful outcomes for students. This could include attendance at relevant meetings, e.g. TAF Meetings, CIN Meetings or CP Meetings.

4. Wider Pastoral support

- Help to improve attendance and late arrivals by monitoring and offering assistance to remove real or perceived barriers in line with the school’s policies.
- Work alongside the relevant Attendance professionals in school where required, to help improve attendance including parenting contracts.
- Support the year teams with emerging pastoral issues, as required and directed by the Progress Leader and/or AHT Attendance
- Establish and maintain positive and appropriate relationships with students that engage, motivate and remove barriers to learning, aimed at achieving the goals defined in their EHA action plan.
- Undertake transition work where required, working flexibly with other
- schools/agencies to promote a smooth transition for the student(s), including the removal of potential barriers and effective transfer of appropriate student data/information to all stakeholders.
- Positively reinforce high standards of behaviour and engagement in learning, anticipating and managing challenging attitudes that could negatively affect engagement.

5. Additional

- Must have a clean driving license.
- Any other duties as directed by the Trust Executive.
- Developing an understanding of trust policies and procedures, complying with their contents and raising concerns in a timely manner.
- Identify personal training needs and participate in training and performance development whenever required.
- Be aware of, support and ensure equal opportunities for all.
- Contribute to the overall ethos/work/aims of the trust.
- Appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as required.
- To undertake any other duties appropriate to the grade of the post.
- In addition to the above the post holder must be committed to safeguarding and promoting the welfare of children and young people.

6. Safeguarding

Abingdon Learning Trust is committed to safeguarding and promoting the welfare of children. All staff must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

The points below are a requirement for the post holder of this position:

- A knowledge and keen awareness of safeguarding matters and an ability to demonstrate personal values and beliefs in accordance with the Trust's Safeguarding Policy.
- Display commitment to the protection and safeguarding of children and young people
- Reading, understanding and following all aspects of the Trust's Safeguarding policies and processes
- Comply with safeguarding training expectations.

7. Mobility Clause

Your contract of employment is directly with The Abingdon Learning Trust. Your main place of work will be John Mason School, Abingdon, but you may be deployed to work at any school within The Abingdon Learning Trust and carry out those duties that may be reasonably required in relation to such deployment. This will depend upon the role, and organisational needs of the schools in the Trust and your own individual professional development needs. Any change to your main place of work will be discussed and agreed with you, in advance.

Note:

This job description is not intended to be exhaustive, and it is expected that there will be other tasks to be agreed from time to time, appropriate to this role within the Trust. The need for flexibility, shared accountability and team working is required.

All staff:

You have specific responsibilities under Health & Safety legislation to ensure that you:

- Take reasonable care for your health and safety and that of others affected by what you do or do not do
- Co-operate on all issues involving health and safety
- Use work items provided for you correctly, in accordance with training and instructions
- Do not interfere with or misuse anything provided for your health, safety or welfare
- Report any health and safety concerns to your line manager as soon as possible.

This job description is not exhaustive; it merely outlines the key tasks and responsibilities of the post. These key tasks and responsibilities are subject to change. Any changes will be made in consultation with the post-holder and the school.

Abingdon Learning Trust is committed to safeguarding children and young people. All post holders in regulated activity are subject to appropriate vetting procedures and a satisfactory Disclosure and Barring Service Enhanced check. The Trust is fully committed to the principles of equal opportunity, diversity and inclusion and welcomes applications from less well represented groups in the school and Trust. Posts in regulated activity are exempt from the Rehabilitation of Offenders Act (ROA) 1974 and all shortlisted candidates will be required to disclose information about their previous criminal convictions. All staff are expected to promote fundamental British values.

Signed: Date:

Person Specification

Criteria	Essential	Desirable
Qualifications and experience	experience of working in a busy organisation and dealing with confidential matters	5 or more GCSE's (or equivalent) at C or better, including English and Maths or extensive relevant experience
	experience of successfully working with young people (of a relevant age) and securing positive outcomes	Experience of working with young people with SEN
	ability to deal sensitively with people and resolve conflicts	
	experience of working in an educational environment	
	experience of using a range of IT packages	
Knowledge and understanding	understanding of equal opportunities issues and the need to treat all students and staff with an equal standard of care	
	understanding of Safeguarding and Child Protection	
	Understanding and use of positive behaviour strategies with pupils to encourage and secure right choices	
	Able to work effectively with parents and families - understanding of the importance of community/partner/parent agency links	
Skills & Abilities	prioritise workload of self and others, balancing different priorities	willingness to develop own understanding and capability through advice and training
	think creatively and imaginatively to anticipate, identify and solve problems, demonstrate good judgment	
	achieve challenging professional goals	
	ability to work in a team	
	ability to communicate effectively, both orally and in written form with a range of audiences	
	evidence of planning and organisational skills	
	think clearly in emergency situations	
	negotiate and consult fairly and effectively	
	ability to interpret and analyse data	
Personal Qualities	an excellent record of attendance and punctuality	
	commitment to learning	
	resilience, patience and perspective	
	set high standards and act as a positive role model for pupils and staff	
	seek advice and support when necessary	
	reliability, integrity and stamina	
	respect confidentiality	