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| **Specification**  |  |
| **Qualifications** | * Relevant qualification in education, social care health, etc or equivalent work/voluntary experience
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| **Experience** | * Experience of working and engaging with parents/carers, children and young people through individual and/or group based support
* experience of effectively dealing with the social and emotional factors which affect a child’s capacity to learn and develop
* Experience of working with families from diverse communities and/or situations
* Proven interpersonal, verbal and written communication skills with the ability to effectively communicate with a wide range of people, particularly with parents/carers and external agencies
* Experience of inter-agency work
* Experience in working with EAL, SEN and G&T children
* Experience as a mentor, coach or performance management team leader
* Excellent organisational skills including managing a caseload, time management, planning, report writing and target setting with a flexible approach
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| **Knowledge and understanding** | * Knowledge of available support services and referral routes
* Recognise, combat and challenge discriminatory behaviour
* Knowledge of the range and type of interventions available and be able to apply these appropriately in the context of the School's resources and the individual child
* Knowledge of the legislation affecting school attendance and understanding of the Children Act 1989 and 2004 and of child Protection.
* Knowledge of safeguarding policies and procedure
* Ability to promote school attendance in pupils with record of non­ attendance (including persistent absence or exclusion)
* Strong partnership skills, including ability to work professionally and confidently in close liaison with local authority and schools
* Demonstrate understanding of professional boundaries and appropriate relationships with children, young people, their parents and carers
* Demonstrate empathy, resilience and persistence in working with young people and parents/carers from a whole family approach
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| **Personal Qualities** | * Drive, sense of purpose, commitment and perseverance
* Ability to inspire, challenge, motivate and empower teams and individuals to achieve
* Excellent interpersonal skills
* Demonstrate resilience, optimism and empathy
* Ability to work in a fluid and changing environment
* Excellent communication and presentation skills, oral and written
* Ability to think analytically and creatively and demonstrate initiative in solving problems
* Be aware of own strengths and areas for development. Listen to and reflect upon feedback and act appropriately
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| **Desirable but not essential** | * Further relevant professional or academic qualifications
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Whitehall Primary

Home School Support Personal Specification