

## PERSON SPECIFICATION

### Home School Link Worker

Education, Training & Work Qualifications		Method of Assessment
<i>Essential</i>	<i>Desirable</i>	
Numerate and literate to GCSE or equivalent standard	Training in community work, counselling skills, or similar  Training in facilitating parenting groups	Application Form Certificates
Knowledge		Method of Assessment
<i>Essential</i>	<i>Desirable</i>	
Knowledge of child development. An insight into the needs of young children and their parents/carers.  An understanding of equal opportunities.	Local knowledge about the area and local services.  An understanding of 'Every Child Matters; Children Act'.  A working knowledge and understanding of the Children Act 1989, particularly in relation to Child Protection and a working knowledge of the Assessment Framework and Human Rights Legislation.  Knowledge of referral routes and how to raise concerns.  National Occupation Standards on Work with Parents/carers and Carers.	Application Form Interview
Relevant Experience		
<i>Essential</i>	<i>Desirable</i>	
A background in either Health, Education, Social Care and/or extensive experience of working with parents/carers and families.	Experience of working within a school.	Application Form Interview

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Skills and Abilities		Method of Assessment
<i>Essential</i>	<i>Desirable</i>	
<p>High standard of communication, both verbal and written, including appropriate record keeping.</p> <p>Ability to facilitate discussion and lead small group sessions.</p> <p>Good networking skills within a framework of awareness of issues of confidentiality, risk and human rights legislation.</p> <p>Commitment to anti-discriminatory practice.</p> <p>Empathetic, patient, supportive, diplomatic.</p> <p>Willing to learn.</p> <p>Able to work with other professionals.</p> <p>Good knowledge of school system.</p> <p>Wide knowledge of other agencies.</p> <p>Be well organised and work co-operatively with others.</p> <p>Be self-motivated, enthusiastic, creative and adaptable.</p> <p>Work independently.</p> <p>Enjoy being with parents/carers and their children.</p> <p>Good at solving problems.</p> <p>Possess a basic level of IT skills.</p> <p>Own a car and driving licence as the role will require travel between schools as well as Home Visits.</p>	<p>Counselling skills.</p> <p>Ability to constructively challenge difficult issues.</p> <p>Be willing to be mentored and share best practice.</p>	<p>Application Form</p> <p>Interview</p>