

Role Profile

Post Title:	Area Inclusion Worker
Grade:	7
Date Created:	4th June 2020

ROLE DEFINITION

To develop and maintain links between home and school to provide support to pupils to enable them to reach their potential.

KEY TASKS AND RESPONSIBILITIES

Corporate Responsibilities

- Undertake individual role in line with the Council's Strategic Priorities and in compliance with the Council's corporate policies and procedures.
- Undertake any other reasonably required duties as instructed by Management or someone acting on their behalf, in addition to the role specific tasks & responsibilities detailed below.

Role Specific Tasks & Responsibilities

- Support Educational Services in terms of the Education (Scotland) Act 1980, as directed and in particular, those sections which deal with the rights and duties of parents, and the functions of Education Authorities, regarding the attendance of children at school.
- Support GIRFEC practice in schools by assisting identified learners to achieve at home, the school and in the community.
- Develop and deliver programmes that build on learners' strengths and promote resilience.
- Support families and learners by delivering evidenced based interventions e.g. Healthy Relationships, Seasons for Growth.
- Support Pastoral Care Teams in schools by providing advice, assessment and direct intervention to learners with additional support needs and their families.
- Work in partnership with families by using home visits to assess and address identified needs.



Role Profile

- Support inclusion by providing support strategies which will enable children to maintain their mainstream school placement and support children and young people at the time of transition,
- Participate in school events to promote effective partnership with parents.
- Attend meetings with school staff and other agencies as appropriate.
- Keep up-to-date records of contact with learners and their families using information systems and provide statistical returns and contribute to the child's plan as required.
- Ensure continued professional development by identifying training and development needs.
- Adhere to the Council's commitment to child protection by following North Ayrshire Council child protection procedures.

ESSENTIAL / DESIRABLE CRITERIA

	Essential	Desirable	Evidence
Education and Qualifications	• HNC in relevant discipline or equivalent OR equivalent experience	• European Computer Driving Licence (ECDL)	• Application Form • Interview
Experience	• Assessing, planning and delivering a variety of interventions to children, young people and their families • Working with young people within an educational setting or liaising closely with educational provision to support learners' achievement • Working with young people with	• Various models of support to young people and families • Working with families experiencing stressful circumstances • Home visits • Group work with adult and young people including accredited group work programmes	• Application Form • References • Interview



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	Additional Support Needs • Integrated planning of support with inter-agency partners		
Specialist Knowledge	• Understanding of child development • GIRFEC principles • Child protection policy and practice • Legislation and current policy e.g. Additional Support for Learning Acts)	• Child development crisis intervention	• Application Form • Interview • Pre/Post-Interview Check (if appropriate)
Skills and Abilities	• Deal with competing demands and a high degree of work related pressure • Engage hard to reach families • Written and verbal communication • Work as part of a multi-agency team • Be flexible and adapt to changing circumstances • Problem solving and ability to deal independently with unanticipated problems • Motivational skills	•	• Application Form • References • Interview



Role Profile

	Insight and sensitivity in relation to all aspects of inequality		
Other	Commitment to continuing professional development		- Application Form - Interview - Pre/Post-Interview Check (if appropriate)

Please be aware that the successful candidate must be able to travel throughout North Ayrshire (own car/public transport/pool cars etc) for work purposes, meetings, training courses etc.



OUR STAFF VALUES & BEHAVIOURS

Value	Behaviours
<u>Focus</u> we put our customers first we understand the bigger picture	• Provide excellent customer services • Meet and, where possible, exceed the expectations of internal and external customers • Understand the performance levels and standards required within our own role and strive to achieve and, where possible, exceed these • Know how the work we do fits into the overall performance of the Council
<u>Passion</u> we take pride in the jobs we do we are ambitious for our community	• Take ownership of our own actions and performance • Reflect on the work we do and consider how it could be improved • Have a positive impact on the lives of our customers and their communities • Push the boundaries to help our customers and communities realise their potential
<u>Inspiration</u> we all look for better ways to deliver our services we achieve the best results by working together	• Find new ways to deliver improvements, efficiencies and value for money • Embrace change with enthusiasm and creative ideas • Work together and creatively produce the best outcomes for our customers and communities • Plan all activities with the end goal in mind

