

OUTREACH, ENGAGEMENT & INTERVENTION WORKER JOB DESCRIPTION

Job Title:	Outreach, Engagement & Intervention Worker
Location:	TBC main base but the role is across North East and Mid Essex
Grade / Allowances:	Scale 6 Pt 13-17
Responsible to:	Operational Outreach Lead
Terms:	FTC to 31st August 2026

THE ROLE

- Provide direct support to engage secondary pupils who are at risk of permanent exclusion or other social or educational disadvantage.
- To deliver effective support to identified schools to reduce exclusions, improve engagement in education.
- Work in partnership with schools and other agencies to support the effective day-to-day management of bespoke provision for identified pupils.
- To promote consistent strategies at home and school whilst developing and maintaining positive relationships with families and school staff.

MAIN DUTIES / RESPONSIBILITIES

- To ensure that the ethos of Trauma Perceptive Practice and the core values of the Outreach Team underpin all work completed as part of this role.
- To deliver support programmes which encourage the social and emotional development of children and young people.
- To meet and work with school staff and parents/carers to discuss support strategies in order to encourage and develop the pupils' engagement in education.
- To use activities designed to develop students' problem solving, social skills, management of feelings and engagement in learning.
- To implement strategies and projects using own initiative, experience and qualifications as well as directed by the Outreach Operational Lead
- To attend partner schools
- To attend agency meetings, as required.
- To respond, as and when is necessary, to the individual needs of school staff by offering support, guidance and advice in order to improve outcomes for students.
- To attend to administrative tasks as necessary, ie by providing objective written and verbal reports and maintaining a log of work and support undertaken.
- To work as part of multi-agency teams supporting pupils and their families.
- To develop and review the impact of interventions, projects and any other work undertaken.
- To comply with and promote the policies and procedures of Keys Academy Trust with specific reference to inclusion, safeguarding, equal opportunities, health and safety, confidentiality, anti-bullying, physical contact with pupils and confidentiality and by reporting concerns to the appropriate person.
- To participate in the performance and development review process and to take personal and professional responsibility for the identification of learning and development opportunities in discussion with line manager and attend training as required.
- To undertake any other duties as may be reasonably required and requested by the Outreach Operational Lead.

- To be mobile throughout North East Essex and Mid, therefore a valid driving licence is required.

SAFEGUARDING

Keys Co-operative Academy Trust (KCAT) is committed to safeguarding and promoting the welfare of children and vulnerable adults, and expects all employees and volunteers to share this commitment.

Keys Co-operative Academy Trust is committed to ensuring all recruitment is undertaken fairly, effectively, safely and in accordance with legislation. The information below provides pre-employment screening guidance for candidates applying to this job at Keys Co-operative Academy Trust.

Pre-Employment Checks appropriate to this Job Profile

- receipt of satisfactory references
- verification of identity
- a satisfactory DBS disclosure if undertaking Regulated Activity
- verification that you not barred from working with Children
- verification that you are not prohibited from teaching
- verification of medical fitness for the particular role
- verification of qualifications and of professional status where required e.g. QTS status
- the production of evidence of the right to work in the UK
- verification of successful completion of/exemption from statutory induction period
- verification that you are not subject to a section 128 direction preventing you from holding a management position within a school
- a declaration that you are not disqualified from working with children by virtue of the Childcare (Disqualification) Regulations 2018 or that you have provided a valid disqualification waiver from Ofsted.

PERSON SPECIFICATION

Qualifications, Skills and Experience Essential	Qualifications, Skills and Experience Highly Desirable
<ul style="list-style-type: none"> ● Good GCSE, higher or equivalent qualifications in English, Maths and Science ● Evidence of understanding approaches to Trauma informed approaches. ● A sound knowledge of school systems and knowledge of Alternative Provision/SEND or mainstream educational settings. ● Post GCSE level, child-related qualification and/or excellent evidence of sound experience in family support, education support or learning and development, for example, as a Teaching assistant, Social worker, Police Support Officer etc. ● To be enthusiastic about working with young people. ● Have excellent delivery skills and are proficient in adapting existing content and resources for specific interventions. ● To have the ability to create excellent working relationships with students and stakeholders. ● To be a calm, thoughtful listener. ● The ability to work independently, professionally whilst using initiative. 	<ul style="list-style-type: none"> ● A Qualification and/or received training of a Trauma informed approach(s) ie: Trauma Perceptive Practice. ● Some evidence of further training at higher or degree level ● A degree of Experience of multi agency teams and signposting to relevant services ● Sound knowledge of the local school landscape ● Experience of working with pupils/young people with disadvantage and/or risk of social or educational exclusion. ● Experience of designing intervention programmes, individually or as part of a team. ● A Track record of working in or with settings outside of education in a client facing role. ● Engagement with/working for senior leadership teams in any setting