

CHILDREN'S SUPPORT SERVICE

Job Title: Essex PRU Outreach Worker

Job Grade:

The role:

To work directly with individual and groups of pupils in mainstream schools to reduce the risk of permanent exclusion and the number of referrals to specialist SEMH provisions.

To assess SEMH pupil need, offer advice and share strategies to school staff and to parents and build staff capacity in mainstream schools to work effectively with pupil behaviour.

To promote multiagency work and Essex initiatives.

To support pupil transition from across key stages, from Essex PRU to school or from school to school.

To promote inclusion, raise attainment and improve pupil behaviour in mainstream schools.

Key Accountabilities:

To work as part of the Children's Support Service and the Essex PRU Outreach Team to:

- Support individual pupils and groups of pupils in mainstream schools to improve their behaviour so that they are more successful in their learning and are less at risk of exclusion or referral to specialist provisions.
- Share advice and guidance with mainstream school staff to support schools to intervene as soon as possible with appropriate strategies to meet pupil need.
- Build staff capacity in mainstream schools to work effectively with pupil behaviour
- Work with, families, the local authority and other agencies to support pupils at risk of exclusion.
- Work with key staff at CSS and if needed other Essex PRUs.
- Be trauma perceptive and promote inclusion in mainstream schools.

Day to Day Accountabilities:

- To review, plan and deliver needs led individual programmes to pupils in mainstream schools aimed at supporting the pupil to change their behaviour, successfully engage in their education and avoid exclusion.

- To arrange sessions with individual pupils, meetings with school staff and be flexible and responsive to school and pupil need.
- To organise own schedule and diary in conjunction with schools, pupils and other Essex PRU Outreach Workers.
- To give mainstream school staff effective advice and feedback to support the school in working with pupils displaying behaviours that cause concern.
- Build capacity in schools to manage challenging behaviour. This may include leading or participating in staff training or working with school staff.
- To work with parents and carers of pupils displaying behaviours that cause concern.
- To attend all relevant pupil meetings and give relevant and appropriate advice, input data and write reports.
- To review, produce, plan and deliver support programmes to small groups of pupils, aimed at teaching emotional regulation theory, encouraging social and emotional development, emotional literacy and social skills.
- When needed support mainstream schools with safeguarding, work with social care services and when necessary refer pupils to appropriate agencies.
- Act as a role model and display good behaviour management techniques, and support all pupils in improving their behaviour and engagement in their learning.
- Liaise with other agencies and services to best support pupils and schools.
- Use ICT effectively to support individual pupils and the aims of the CSS Early Intervention Service.
- Attend all relevant staff meetings and training as required.
- Ensure that CSS and mainstream school policies are followed and contribute to the positive ethos of CSS and of all schools.
- Participate in performance management reviews and take responsibility for own learning, development and training needs.
- Follow all safeguarding and health and safety procedures.
- Any other duties as reasonable required.

Knowledge, Skills and Experience

- Good education with English and Maths at level 2
- Further training desirable in relevant subject eg counselling
- Experience working with pupils displaying challenging behaviour.
- A good knowledge of services and agencies which support young people, families and schools.
- Experience working within a school setting.
- Good understanding of child development and learning processes.
- Ability to relate well to young people and adults and reflect on own practice.
- Good communication / interpersonal skills.
- Ability to work calmly under pressure.
- Ability to build successful, appropriate relationships.
- Ability to use own initiative and work independently.

- Ability to maintain confidentiality.
- Successful experience in a similar role is desirable.
- Having access to a car and being able to drive is essential.

Personal Qualities

- Resilient
- Kind
- Compassionate
- Hopeful
- Persistent and responsible.
- Confident.
- Is able to demonstrate humility and courage.
- Proactive and organised.
- Excellent people and communication skills
- Flexible and responsive.
- Open minded, creative and positive.

This job profile is neither exclusive nor exhaustive and the post holder may be required to carry out other duties as requested by the Senior Leadership team.