

PURPOSE OF THE JOB:



At North Baddesley Junior School, we are looking for someone who shares our commitment to **Respect, Aspire, Resilient** and who is passionate about making a real difference to the lives of children and their families.

Person Specification – Home Support Worker

Essential Criteria

We are seeking someone who:

- **Builds strong, trusting relationships** with children, families and colleagues, demonstrating warmth, empathy and respect at all times.
- **Has experience working with children and/or families**, ideally within an educational, pastoral, or community setting.
- **Understands the needs of KS2 pupils** (ages 7–11), including social, emotional and behavioural development.
- **Communicates clearly and sensitively**, both verbally and in writing, adapting their approach to suit different audiences.
- **Is committed to safeguarding and promoting the welfare of children**, with a secure understanding of safeguarding practices and professional boundaries.
- **Shows resilience and emotional strength**, remaining calm, patient and solution-focused when working with families facing challenges.
- **Is proactive and organised**, able to manage their time effectively, keep accurate records and follow up on actions.
- **Works well as part of a team**, while also being confident to work independently and use their own initiative.
- **Demonstrates a non-judgemental, inclusive approach**, valuing diversity and treating all families with dignity and respect.
- **Is motivated by making a difference**, with a genuine passion for helping children to attend, engage and succeed in school.

Desirable Criteria

It would be beneficial if candidates also have:

- **Experience working within a school environment**, particularly in a pastoral or family support role.
- **Relevant qualifications** (e.g. childcare, education, social work, counselling, or family support).

- **Knowledge of attendance procedures and early intervention strategies** to support pupils at risk of persistent absence.
 - **Experience of multi-agency working**, including liaising with external professionals such as social care, health services or early help teams.
 - **An understanding of barriers to learning**, including factors such as SEND, mental health, family circumstances or disadvantage.
 - **Confidence in leading or supporting parenting conversations** in a supportive and empowering way.
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Personal Qualities

The successful candidate will:

- Champion our values of **Respect, Aspire, Resilient** in all aspects of their work.
- Be approachable, positive and solution-focused.
- Show integrity, discretion and professionalism at all times.
- Be committed to continuous learning and development.