

Senior Inclusion worker – Children in Care - Grade 8

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead and know that with challenge comes opportunity, so we are always looking for better and smarter ways to work.

Kirklees Educational Psychology Service provides a vital professional role in the support of some of our most vulnerable children and young people and have a specific support offer for children in care. As a Senior Inclusion Worker for Children in Care you will be working within a large team EPs to provide a responsive and effective service to facilitate positive outcomes for this vulnerable group of children and young people.

This role is based within Children and Families. Find out more about [working for Kirklees](#).

The Job

You will support school staff, and other agencies in understanding the social, emotional and mental health needs of children and young people in care and how these needs can be supported within education to in order to enable them to be fully included in school like, settle to learn and achieve their full potential.

You will support others in developing a shared understanding of the child/young person's needs. This will involve support schools in applying theories around attachment issues, developmental trauma and loss and separation in order to develop effective support plans that are based on evidence-based approaches.

You will work closely with and be supported by educational psychologists and have regular supervision with a named EP.

You will participate in Educational Psychology team development sessions and projects as appropriate.

You will work alongside EPs to support schools to develop their whole school approach to meeting the needs of children in care. You will be responsible for maintaining confidential records of children and young people.

You will take responsibility for the resources necessary for your work and development, including service induction and local processes and office resources such as assessment and intervention materials.

As part of your induction you will receive a high level of training, support and supervision which will build on your existing skills and expertise.

Job Checklist

Display a high level of integrity and resilience.

Work creatively and flexibility.

Be able to work alongside key adults in a child's life to develop and deliver appropriate interventions where needed.

Influence the thinking and perspectives of others through sharing and modelling good practice which informs support plans

Demonstrate high standards in relation to ethical practice, workload management, and commitment to working in partnership with other agencies in order to enhance the outcomes for vulnerable children and young people.

Engender the confidence of schools, settings, parents and carers through holistic thinking and respectful collaborative working.

Work in a way that shows commitment to service development and shared team goals.

Work well independently as well as part of a team.

Organise workload effectively and meet deadlines.

Please see your responsibilities related to [safeguarding](#).

The Person

We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers and to be creative, wherever they work.

We understand that the Senior Inclusion worker for Children in Care role is a challenging one requiring the development of a range of skills and a sound knowledge base from which to practice. Confident, articulate and professional, you will have the drive, energy and determination to actively promote the best outcomes for children

You will be a strong advocate for children and young people in care and be passionate and committed to inclusive practice and making a difference.

Your excellent communication skills will ensure you can quickly form effective working relationships with other professionals and parents/carers whilst working within complex situations to ensure best outcomes for children and young people in care.

You will be creative in your practice and achieve and maintain the respect of others through strong interpersonal and professional skills

Your resilience and ability to adopt flexible ways of working will serve to ensure that you can quickly find creative solutions to difficult problems in a positive and productive manner.

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

We also expect you to promote and role model the Council's Expectations of a New Council manager within the organisation. This role is at level 2. Please read our [Behaviours and Expectations](#). These will be tested throughout the selection process.

Person Checklist

- Experience of working with children and young people in a school setting and specifically those with SEMH needs, delivering interventions that are attachment aware and trauma informed.
- Experience of advising other staff in effective classroom practice and strategies for children and young people with social, emotional and mental health needs.
- Well established knowledge and understanding of safeguarding procedures and processes.
- Approachable and able to quickly establish positive relations with excellent interpersonal skills
- Highly effective spoken and written communication skills
- Positive about change and can encourage others to adapt and implement change
- Strong problem-solving skills.
- Creative thinker.
- Demonstrates professionalism at all times.
- Good general education with GCSE or equivalent in Maths and English.
- Travel is an essential part of this job and therefore it would be extremely difficult for you to do your job effectively if you did not use a car for all or most of your time. It is essential that you hold a full and valid driving licence and have a car available for work
- Accepts that a DBS check will be required. Click [here](#) to read our Policy Statement on the Recruitment of ex-offenders

This Role Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

For Recruitment Purposes: In order to be considered for this role you will need to be able to demonstrate your ability to meet the requirements of the job by giving clear and concise examples within your application.