

Job Details

Job Title	EBSA / EBSD Outreach Worker
Salary	Grade 5 Point 12 - 19
Contract Type	Permanent. Term Time Only Plus 39 Weeks
Responsible to	Headteacher
Location	Castlefield Campus
Working Pattern	35 Hours per week
How To Apply	Apply via SAM Recruit or email your application to hr@ambitioncommunity.uk

Review and Amendment

This job description is intended to provide a clear outline of the main duties and responsibilities of the post; however, it is not exhaustive. The duties and responsibilities may be amended from time to time, in consultation with the postholder, to reflect the changing needs, priorities and requirements of the Trust.

The job description will be formally reviewed annually as part of the Trust's appraisal and performance management process. The Headteacher, in consultation with the HR, may make reasonable amendments to the duties and responsibilities of the post where required to meet operational or organisational needs, provided that such changes remain appropriate to the grade, level and overall purpose of the role.

Any significant or material change to the nature or level of the post will be considered through the Trust's appropriate job evaluation and review processes.

Job Purpose

To support children and young people who are experiencing Emotionally Based School Avoidance (EBSA) and/or Emotional Based School Dysregulation (EBSD), working collaboratively with families, schools, and external agencies to improve attendance, engagement, emotional wellbeing, and access to learning. The postholder will provide targeted intervention, outreach support and practical strategies to enable pupils to successfully access education and achieve positive outcomes.

A full driving licence and access to a vehicle is essential as the role requires travel between school, family homes, and other locations.

Key Responsibilities

Area	Key Responsibilities
Pupil Support	Build positive and trusting relationships with pupils experiencing EBSA and/or EBSD.
	Deliver individual and small-group interventions aimed at improving emotional wellbeing, resilience, self-regulation and engagement with education.
	Support pupils in developing strategies to manage anxiety, stress and emotional barriers to school attendance
	Assist pupils with transition arrangements, phased returns and reintegration programmes.
	Monitor pupil progress and maintain accurate records of interventions and outcomes.
Family Engagement	Work directly with parents and carers to understand barriers affecting school attendance and engagement.
	Conduct home visits where appropriate and agreed.
	Provide advice, guidance and practical support to families to encourage positive educational engagement.
	Act as a key point of contact between families and school staff.

School-Based Support	Work alongside school leaders and pastoral teams to develop support plans for identified pupils.
	Advise staff on strategies that promote emotional regulation and successful school attendance.
	Support the implementation of reasonable adjustments and personalised approaches.
	Contribute to risk assessments, attendance plans and pastoral support programmes.
Multi-Agency Working	Liaise effectively with external professionals including Educational Psychologists, Mental Health Services, Early Help, Social Care and other agencies.
	Attend meetings and reviews as required.
	Contribute reports and professional observations to support planning and decision-making.

General Responsibilities

- Maintain confidentiality and safeguard sensitive information.
- Promote safeguarding, equality, diversity and inclusion.
- Comply with Trust policies, procedures and statutory requirements.
- Undertake relevant training and continuous professional development.
- Carry out any other duties commensurate with the grade of the post.

Person Specification

Qualifications

Criteria	Essential	Desirable
GCSE English and Mathematics at Grade C/4 or above (or equivalent).	✓	
Relevant Level 3 qualification in Education, Childcare, Youth Work, Health & Social Care or related field.	✓	

Experience

Criteria	Essential	Desirable
Experience of working with children or young people in an educational, pastoral or support setting.	✓	
Understanding of barriers to school attendance and engagement.	✓	
Knowledge of emotional wellbeing, anxiety and behavioural needs affecting children and young people.	✓	
Experience of working positively with parents, carers and families.	✓	
Experience of maintaining accurate records and reports.	✓	
Understanding of safeguarding responsibilities.	✓	
Experience supporting pupils with EBSA, SEMH, SEND or attendance concerns.		✓
Experience of multi-agency working.		✓
Understanding of graduated response and SEND processes.		✓
Knowledge of attendance guidance and trauma informed practices.		✓

Knowledge and Skills

Criteria	Essential	Desirable
Excellent communication and interpersonal skills.	✓	
Ability to build trusting relationships with vulnerable pupils and families		

Strong organisational and time-management skills.	✓	
Ability to remain calm and professional in challenging situations.	✓	
Ability to work independently and as part of a team.	✓	
Competent IT skills.	✓	
Commitment to inclusion and supporting positive outcomes for children.	✓	

Personal Qualities

Criteria	Essential
Full UK driving licence.	
Access to a vehicle for business use.	
Willingness to travel between schools, homes and other settings	
Ability to work flexibly to meet service needs.	
First Aid Trained or Willingness to become a first aider.	

General Duties

All Trust employees are expected to:

- Work in accordance with Trust policies, procedures and financial regulations.
- Maintain confidentiality and comply with data protection requirements.
- Contribute to the safeguarding and welfare of children and young people.
- Comply with health and safety requirements.
- Participate in relevant training and professional development.
- Contribute positively to the work of the Trust and its schools.
- Undertake other reasonable duties appropriate to the grade and nature of the post.

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All employees are required to comply with the Trust's safeguarding and child protection policies and procedures and to undertake safeguarding training appropriate to their role.

The successful candidate will be required to demonstrate an understanding of their safeguarding responsibilities and to act promptly and appropriately where there are concerns about the welfare or safety of a child or young person. This includes maintaining professional boundaries, confidentiality and appropriate conduct at all times.

The Trust operates safer recruitment procedures, and the appointment will be subject to the appropriate pre-employment checks, including an enhanced Disclosure and Barring Service (DBS) check where applicable. The Trust reserves the right to undertake any further checks required in accordance with current safeguarding legislation and guidance.