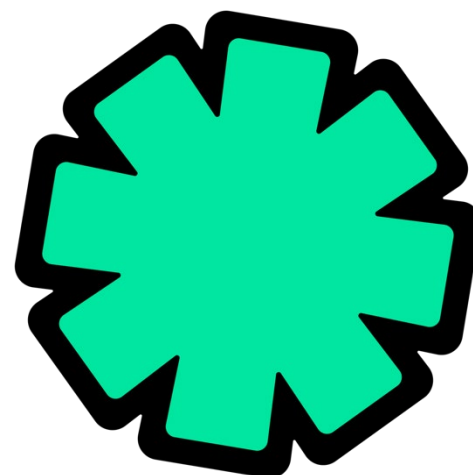


Job recruitment pack

Associate Link Worker
Link Worker
Senior Link Worker



Who we are



There are 4.5 million children and young people growing up in poverty in the UK, facing the most challenging social and economic context for generations. However, the current system is stretched and siloed – reacting to late-stage crises in a fragmented way rather than preventing them in a joined-up experience.

Our vision is simple: if we all work together, every child and young person can flourish in their school and community. AllChild works locally within economically disadvantaged communities on a growing national scale. We're pioneering a new way of identifying and supporting young people most at risk of poor social, emotional and academic outcomes and therefore not flourishing in life, to build trust and mobilise a joined-up ecosystem of support and opportunity around them.

Our two year Impact Programmes are delivered by dedicated Link Workers based in schools, and by other local organisations and services working together around each child and family we identify. Every child's programme is strengths-based and bespoke, delivering a combination of support and opportunities. From one-on-one counselling to engagement activities such as sport or art, through to academic tutoring and language therapy.

Mobilising the best of what already exists in every community, our Link Workers enable a joined up experience and a long-lasting network of trusted adults and opportunities around each child and family. Through the programme, young people build trusted relationships, connections and grow their skills. They're empowered to achieve positive social, emotional and academic outcomes and take on life positively.

We build powerful local partnerships and mobilise connections between families, schools, councils and community organisations so that every child gets the right support in the right way at the right time.

We started AllChild as a local solution to a local problem in a community in west London. Over our first decade we have steadily translated our model to more communities. Over the next 10 years, we have ambitions to broaden our reach and deepen our impact, building a national blueprint for change.

We can't wait for you to join us.

Our values

Our values guide how we work, how we show up for children, and how we partner with others.

They reflect who we are, what we stand for, and the standards we hold ourselves to every day. Rooted in ambition, shaped by connection, and strengthened by trust, these values drive our decisions and our impact.

AMBITION

We are ambitious for every child's future. We innovate, learn and adapt to have the biggest impact.



TRUST

We build trust by listening, being open, and honest. We hold ourselves and others to account, even when it is difficult.



CONNECTION

We connect and collaborate with people and organisations to be stronger together. We value difference and care deeply that everyone is seen, heard, and included.



Our work in Wigan and Salford

We have been working in schools in Wigan Borough since September 2024 and are currently supporting almost 500 children and families in the communities of Leigh and Atherton. We are also excited to be launching AllChild in the community of Little Hulton in Salford in September 2026. We are looking for Link Workers for schools in both Wigan and Salford.

Wigan and Salford are both innovative Local Authorities with a deep commitment to ensuring that all children, particularly those growing up in families and communities experiencing poverty, have the opportunity to flourish. In both areas, there is strong momentum locally for more joined up working across schools, communities and services. AllChild works as part of the local system, alongside schools, councils and voluntary and community sector (VCS) partners, to strengthen collaboration. We identify children and young people who could benefit most from early support, enable them to build trust and mobilise a joined-up early action ecosystem of opportunity around them.

Link Workers will be at the heart of this work, building trusted relationships in schools and co ordinating support delivered by partners, helping children, young people and families access the right support at the right time.



The role and you

About the role

Title: Associate Link Worker/Link Worker/Senior Link Worker
Reports to: Community Team Manager/Senior Community Team Manager
Start date: 25 August 2026
Location: Greater Manchester (Wigan and Salford)
Hours: Full-time (37.5 hours), Permanent
Salary: £27,007.50 - £32,000 per annum (dependent on role and experience)
Deadline: 4 June 2026 (we reserve the right to close this vacancy early if sufficient applications are received so early application is encouraged)

What is a Link Worker?

AllChild works with clusters of primary and secondary schools as part of the local system, alongside voluntary and community sector (VCS) partners, to help young people build the trusted relationships, connections and skills they need to achieve positive social, emotional and academic outcomes.

Our Link Workers are based in a partner school, working directly with children and families who can benefit most from support. Each Link Worker supports a cohort of children and young people over time, building trusted relationships and co-ordinating a tailored programme of support delivered in collaboration with local partners.

Key responsibilities of a Link Worker:

1. Build trusted relationships and co-ordinate individual support plans

- Build trusted relationships with children and young people
- Work with a cohort of 30 to 40 children and young people across partner schools
- Support students through 1:1 engagements and small group sessions
- Create and co-ordinate individual support plans based on students' strengths and needs
- Support students to set and achieve individual goals that improve outcomes, attendance and engagement
- Encourage good levels of attendance at support sessions

2. Deliver interventions and coordinate specialist support

- Deliver accredited group interventions with students
- Co ordinate specialist support in school through AllChild delivery partners, including local charities and community organisations
- Increase the opportunities and support that students can access by joining up provision within school and across the local area
- Support students to build further trusted relationships within the school and community, including through delivery partners
- Join up the local system of support around children and young people bridging silos, making the most of what already exists in communities
- Enable access to the right support and opportunities in the local community, including Early Help and voluntary sector provision
- Engage and build relationships with parents and carers
- Build effective working relationships with teachers and school staff
- Build effective relationships with colleagues in community settings and across council services

3. Join up the system around the child and family

- Join up the system of support around children and young people
- Enable access to the right support and opportunities in the local community, including Early Help and voluntary sector provision
- Engage and build relationships with parents and carers
- Build effective working relationships with teachers and school staff

Who we're looking for

Person specification

We are looking for someone who cares deeply about children and young people and wants to work alongside them, their families and schools over time. As a Link Worker at AllChild, you will play a key role in building trusted relationships and co ordinating support within the local system, mobilising a joined-up early action ecosystem of opportunity around them, rooted in young people's strengths, experiences and local communities.

This role is well suited to someone who is thoughtful, proactive and motivated by long term impact. You will be comfortable working relationally, taking time to understand what matters to each young person and helping to remove barriers to engagement, wellbeing and learning. Most importantly, you will share AllChild's belief that meaningful change happens through consistent relationships, joined up working with community partners, and high expectations for every child.

We recognise that people bring different experiences and strengths. If you don't meet every requirement listed below but feel you could thrive in this role, we strongly encourage you to apply.

You will have:

- Excellent relationship-building skills with children and families from a range of backgrounds
- A proactive, self-motivated approach and willingness to get stuck in
- A passion for improving outcomes for children and young people
- The ability to work independently and solve problems creatively
- Strong communication skills, both written and verbal and ability to communicate professionally with a range of stakeholders and build effective working relationships with colleagues in community and council settings
- The ability to manage competing priorities in a fast-paced environment
- The ability to use data to inform and plan work with children and families
- The ability to set and maintain appropriate professional boundaries in line with safeguarding policies

Please apply if you have experience in one or more of the following:

- Supporting children and young people in schools
- Family support, youth work, social care, mentoring or community work
- Delivering interventions for children with SEN and/or SEMH needs
- Teaching experience (including QTS)
- A relevant or professional qualification

What qualities make a good Link Worker?

Our alumni tell us the most important qualities in a Link Worker are being:

- Understanding
- Engaging
- Patient

“

I want to look at [my Link Worker] like my role model. I need someone to inspire me.

“

She was passionate and it was clear she loved her job.

“

If I said I had an argument with a friend, a week later, they would ask me if it was resolved.

“

She was always happy and explained things rather than rushing.

Career progression at AllChild

AllChild offers clear progression pathways for Link Work roles, allowing staff to grow their skills, responsibilities and impact over time.

Title	Salary	Role	Relevant Experience
Associate Link Worker	£27,007.50	The Associate Link Worker will be based in a school with the Community Team Manager. This role is supported by the CTM who leads the support with the associate focusing on primary delivery.	1 to 2 years paid employment or significant voluntary experience working with children and young people.
Link Worker	£29,000	The Link Worker delivers our programme to children and families, devises their support plans, conducts 1:1/small group sessions, coordinates partner programs and builds relationships with school staff and local agencies.	2+ years of front-line delivery experience with children in paid employment.
Senior Link Worker	£32,000	After 2 years, Senior Link Workers fully manage a cohort and may assist with peer delivery elsewhere.	4+ years of front-line delivery experience with children in paid employment.
Expert Link Worker	£34,000	Expert Link Workers advance their career while supporting a wider team at AllChild, engaging directly with children and young people while building a specialism. They also play key role in school collaboration to identify program participants.	Internal role only – to progress into from Senior Link Worker.
Community Team Manager	£36,000	CTMs oversee teams of 4 to 5 Link Workers and an Associate Link Worker. They are responsible for cohort delivery with direct support from an Associate Link Worker. Oversee school and local services relationships, manage hub program and mentor teams. CTMs specialise and contribute to AllChild initiatives.	5+ years of front-line delivery experience with children in paid employment. At least 1 year management experience is desirable.
Senior Community Team Manager	£38,000	Senior CTMs oversee teams of 4-5 Link Workers and an Associate Link Worker, responsible for cohort delivery with direct support from an Associate Link Worker. Oversee school and local services relationships, manage hub programs, mentor team. CTMs specialise and contribute to AllChild initiatives.	8+ years of front-line delivery experience with children in paid employment, including 3+ years of management experience.

Your development

A comprehensive core curriculum of training supports your professional development.

Our AllChild Practitioner Training Programme includes learning across three key areas:

Relational practice with children and young people

- Understanding the importance of relationships
- Supporting children who have experienced trauma
- Child development, relationships and attachment
- Reflecting on your role and practice as a Link Worker

Practical skills for the Link Worker role

- Coaching and communication approaches
- Coaching and restorative approaches
- Supporting children during moments of distress or crisis
- Planning and delivering purposeful 1:1 and group support

Working within a joined-up system

- Working effectively with families, schools and partner organisations
- Coordinating support to benefit children and young people

We provide additional support through:

- Regular 1:1 line management
- Regular team meetings
- Clinical supervision monthly
- Co-delivery within your team to learn from and share practices with other Link Workers
- as well as with your Community Team Manager



Benefits

Annual leave

We have a generous annual leave policy, the Link Work team's annual leave cycle runs from September to August. For the first year, the entitlement is 36 days plus bank holidays. After 2 years, this increases to 43 days plus bank holidays.

Enhanced sickness, compassionate & family leave

AllChild pays above the statutory minimum sickness on a 12-month rolling period. We also offer compassionate leave, up to ten days for close family members. We offer enhanced pay for maternity and paternity leave to help support staff who are growing their families.

Health cash plan

Employees can access tailored support for mental and physical health and wellbeing. The support on offer includes (but is not limited to):

- 24/7 Employee Assistance Support.
- Cash back on optical, dental and holistic treatments.
- Physiotherapy.
- Counselling.
- Discount for family activities, such as cinema tickets and gym membership

Cycle scheme

Staff can purchase bike and accessories through our cycle scheme without any upfront payment, and the payments are taken tax efficiently from their salary.

Season ticket loan

Staff can apply for a season ticket interest free loan. Your loan repayments are spread evenly over 12 months.

Referral scheme

Employees who refer a friend for any of our vacant positions will receive a £200 voucher if the candidate is successful. Upon their completion of the 6-month probation, the employee will receive a further £200.



Application process

Closing date: 4 June 2026

Interview dates

Round one: week commencing 15 June (in person)

Round two: week commencing 22 June and 29 June (in person, at a prospective school)

We reserve the right to close this vacancy early if we receive sufficient applications for the role. We may also interview before or after the dates given above. Therefore, if you are interested, please submit your application as early as possible.

How to apply

Please complete the online application form via our website. As part of our recruitment process, we ask applicants to read our Safer Recruitment and Selection Policy and EDI Statement before applying.

Safeguarding and inclusion

To ensure fairness in selecting the best candidates for this role, we operate a blind recruitment process. Therefore, all applications are anonymised until an interview has been confirmed.

As a Disability Confident Employer, we are committed to placing Equity, Diversity and Inclusion at the heart of our organisation, for the benefit of our employees, our partners, and the communities we serve. We value diversity and actively welcome applications from individuals who may be under-represented in our AllChild community and reflect the communities we serve. Please read our EDI statement on our website.

We provide an inclusive and barrier-free recruitment process for anyone who wishes to make an application. We particularly welcome application from individuals with disabilities. Please inform us of any accessibility needs for the application or interview process. We will address them when scheduling interviews.

If you have any questions, please contact our People and Culture Team by email:
hr@allchild.org

AllChild is a registered charity in England and Wales (1160947) and a registered company limited by guarantee in England and Wales (08991196)

