

Job Description

Family Support Worker



Salary and Grade:	Grade 5. Spinal Column Points 12-17.
Line manager/s:	The Headteacher, members of the Senior Leadership Team and the Governing Board.

Job Overview:

The person in this role will work with children and their families at Hagley Primary School to provide support that helps families become stronger and more independent. They will focus on the most vulnerable families and aim to reduce their need for specialist services.

They will:

- Work closely with children and their families to offer support that helps improve the well-being of pupils and wider families where possible, focusing on the most vulnerable.
 - Complete Early Help Assessment (EHA) to work with families and connect them to the right services.
 - Take the lead (when needed) on creating and managing a support plan for children and families.
 - Help families become more independent by offering activities like parenting courses and workshops.
 - Be part of the team that responds to early support needs and work with other organisations connected to the school.
 - Monitor student attendance and work with families to help improve attendance.
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Working with Families:

- Plan and deliver support programs for parents/carers and children, both one-on-one and in groups, to address complex family problems.
 - Be the lead professional (key worker) for specified children and their families.
 - Build and maintain strong links with other professionals and agencies to offer tailored support for families.
 - Support families in finding and using solutions to problems, making sure they are involved in decisions about their children.
 - Provide advice and help to families on topics like parenting, budgeting, education, and finding work.
 - Connect families with useful community resources.
 - Carry out risk assessments for activities with children and families.
 - Report back to the school leadership team and governing body about how well the support is working for vulnerable children and families.
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Pastoral Support for Pupils:

Job Description

Family Support Worker



- Promote equality and fairness in all activities.
 - Maintain a commitment to Continued Professional Development (CPD) and stay updated on best practices in family support work.
 - Lead or assist with activities like social skills or behaviour management groups when needed.
 - Offer extra learning opportunities, where appropriate.
 - Share knowledge and strengths with other staff, including offering training to colleagues.
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Attendance:

Working with the School Administrator:

- Monitor and manage attendance for students who are persistently absent and be aware of pupils who are borderline persistently absent.
 - Manage rewards for good attendance and help tackle problems with attendance with the School Administrator to support students with high absenteeism.
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Safeguarding:

- Be a Deputy Safeguarding Lead and work closely with our Designated and other Deputy Safeguarding Leads in school.
 - Be the main point of contact for children who are Looked After Children (LAC) or Post Looked After Children (PLAC) and work with external services and teachers.
 - Collaborate with social workers if families are involved with social care.
 - Attend meetings like Early Help, Child in Need, and Child Protection to discuss and review cases.
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Other:

- To have professional regard for the ethos, policies and practices of Hagley Primary School, and maintain high standards in your own attendance and punctuality and professional conduct.
- Perform any reasonable duties as requested by the Headteacher.