



The Pioneer Academy



Post Title: Family Worker

School: Red Hill Primary School, Red Hill Chislehurst, Kent. BR7 6DA

Status: Full time / Permanent / Term time only – 39 weeks per year / 35hrs per week – 08.00 – 16.00

Grade: TPA 15 / NJC 15 – 20 / £29,214 - £31,731pa FTE (OLW)

Post Start Date: 17th April 2023 *

Closing Date for Applications: 20th March 2023, 5pm *

Interview Date: 23rd – 24th or w/c 27th March 2023 *

**applications from suitable candidates who meet the person specification may be shortlisted and interviewed ahead of the closing date*

The Headteacher and her senior leadership team are looking to recruit a family worker who will be responsible for providing constructive support to vulnerable families. The aim is to increase engagement with these families and thereby reduce barriers to learning and increase participation in school life of their children. The start date of the 17th April allows the potential of a two-week handover process with the current family worker to enable a smooth transition.

Key responsibilities include:

- Supporting other agencies and families in improving attendance of identified children.
- Ensuring that parent-school relationships are as strong as possible – enabling at risk pupils and their families to quickly receive all necessary support if required.
- Working in partnership with the inclusion team and senior leaders to manage and keep records of complex and confidential case studies and procedures.
- Supporting a clear and soundly based educational vision, ethos and direction that promote and support pupils' learning and their spiritual, moral, social and cultural development.
- Acting as a point of contact for families in need of support; actively promoting support provided by the school and local agencies.
- Facilitating family support sessions and other activities.
- Providing support for vulnerable pupils at lunch time

Red Hill Primary School is a 3 and a half form entry school within The Pioneer Academy. Our motto is 'Building Bright Futures'. This is in line with our aim of giving our children the skills and experiences to help them become creative, intelligent, resilient, happy and resourceful members of our community. We are a Ofsted rated Good school with Outstanding features.

Red Hill Primary School is part of The Pioneer Academy Trust which is an academy trust with schools across London and the South East. At The Pioneer Academy, we put children first, pioneering excellence and championing each and every child. All our schools, ranging from small infant schools to large primary schools, work collaboratively, sharing resources and expertise. Find out more at: [Red Hill Primary School - Home](https://www.thepioneeracademy.co.uk) and www.thepioneeracademy.co.uk

Visits to the school are encouraged and can be arranged via the school office on 0208 467 6933 ext 0.

At The Pioneer Academy, we take the wellbeing and mental health of our staff seriously which is why we are committed to regular reviews of staff well-being and reducing staff workload. We have increased our PPA offer this year to up to 5 hours for full time teachers, and regular additional release time scheduled for all subject leaders across the school. We create bespoke career pathways for every member of staff, identifying and growing talent, with outstanding professional development opportunities at every stage of your career. We also have an Employee Assistance Programme with a range of resources to support wellbeing which is available to all employees and their immediate family members 24 hours a day, 7 days a week, 365 days a year.

What we offer you:

- A friendly, dedicated staff team who believe in teamwork and building positive relationships across the school, the Trust and in the local community.
- High quality development programme with induction programmes for all new staff.
- Excellent CPD opportunities, including outstanding ECT development and middle leadership training
- Annual conferences with keynote speakers.
- Access to professional coaching.
- A supportive and collaborative working ethos, including support from the Trust's Central Executive Team and a range of experts, such as specialists in pupil welfare, SEND and behaviour.
- Termly year group and subject leader forums to increase collaboration and reduce workload.
- Access to Employee Assistance Programme including free counselling.
- Access to discounted wrap around childcare for staff.
- Free academy-wide social events throughout the year.

If you are interested in applying for the post, please see the Job Description/Person Specification. To apply for this vacancy, please complete the application form, completing a full education and employment history since leaving school and indicating how you satisfy the criteria set out in the Job Description/Person Specification. You will also be required to complete and return a self-disclosure declaration with your application. Applications should be submitted via email to the Recruitment Team at recruitment@thepioneeracademy.co.uk

Only those shortlisted for interview will be contacted. References will be requested for those shortlisted only and prior to interview. In line with [Keeping Children Safe in Education 2022](#), online searches will be completed as part of the due diligence on shortlisted candidates, searching online content that is publicly available for inappropriate online content that may suggest that a shortlisted candidate may not be suitable to work with children, or that may harm the reputation of the school. If any issues of concern come up in online searches, shortlisted candidates will have an opportunity to address these at interview. An Enhanced DBS certificate will be required on provisional offer, including a check of the Children's Barred List. Further vetting checks, in line with the requirements of [Keeping Children Safe in Education 2022](#) will be completed following a provisional offer of appointment. Where applicable, if an applicant with a provisional offer of employment has lived and/or worked outside the UK, they will be required to obtain a Certificate of Good Conduct.

The Pioneer Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Offers of employment are subject to a satisfactory enhanced DBS disclosure and other employment checks. Our school Safeguarding Policy can be downloaded and read following this link: [Red Hill Primary School Safeguarding & Child Protection Policy](#)