



Family Support Worker
Springfield Junior School
Permanent

37 hours per week, 43 weeks a year

Pay Scale 5 £28,034 - £30,383 FTE (£26,704 - £28,942 Pro rata)

QEGSMAT are seeking to appoint an enthusiastic Family Support Worker to join our hardworking and high achieving team at Springfield Junior School.

Springfield Junior School is proud of our inclusive school and are keen to find an enthusiastic and positive individual who will fit into our hard working and friendly school.

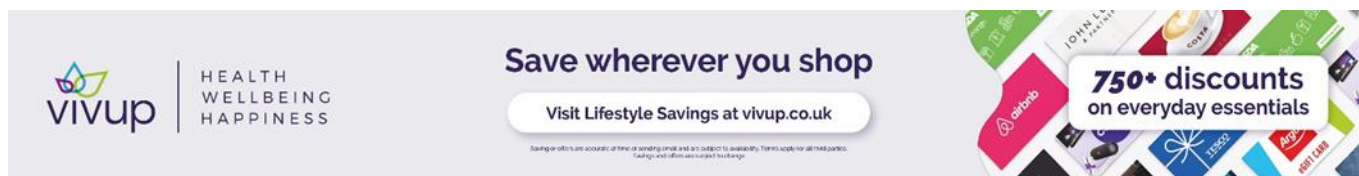
Springfield Junior School is a proud member of QEGSMAT. The Trust's values are for students to 'Question, Explore; Give; and Succeed'. Our exceptional staff, strong leadership, motivated children, as well as excellent facilities, provide the successful formula for this.

At QEGSMAT we believe and promote that exceptional workforce creates exceptional results; they transform lives and transform futures. We support every pupil to achieve their full potential and become a confident, resilient, and compassionate individual who can make a positive contribution to society.

Why work for us?

- At QEGSMAT, we value the hard work and dedication of our team members, and as such we believe that progression should be a simple process. That's why we are proud to offer an Automatic Pay Review program, rather than the traditional annual pay and performance review, as part of our comprehensive benefits package.
- Continual access to CPD opportunities. QEGSMAT works with a large number of organisations to develop staff to fulfil their aspirations and potential. We are committed to providing first-rate training and development to all our staff within this evolving Trust.
- We are committed to promoting equality, challenging discrimination, and developing community cohesion. We welcome applications from all sections of the community.
- QEGSMAT is a recognised Disability Confident employer.
- All staff have access to our Employee Assistance Programme which provides confidential, independent and unbiased information and guidance 24/7. This can also include bespoke counselling sessions for staff if needed.
- All roles are subject to nationally agreed terms and conditions of service.
- Access to the Local Government Pension Scheme (LGPS) with employer contributions of 23.4% for Derbyshire support staff.

- Family-friendly policies.
- Access to Flu Vaccines.
- Opportunity to work flexibly.
- Access to 750+ discounts on everyday essentials via our benefit package with Vivup



QEGSMAT is also committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is a criminal offence to engage or seek to engage in regulated activity or regulated work with children, if you appear on the DBS barred list. All appointments are subject to an Enhanced DBS check. The Trust is also a United Kingdom Immigration and Vetting Sponsor therefore, sponsorship for skilled worker visas may be available.

Further information about our commitment to Safeguarding can be found -

<https://www.qegsmat.com/documents/safeguarding>

Please be aware, the Trust may also consider performing an online presence check as part of their pre-employment checks.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare any cautions, convictions, reprimands and final warnings that are not protected (i.e. that are not filtered out) as defined by the rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020).

If you are interested and wish to have an informal conversation to discuss the role or would like to visit the school, we would be happy to arrange this. Please call 01283 217855. Further details about our school can be found on our website: <https://springfield.derbyshire.sch.uk/>

To apply for this position, please visit <https://qegsmat.face-ed.co.uk/vacancies>

Closing date for applications:	Friday 18th July 2025 @ noon
Interview date:	TBC
Salary:	Pay Scale 5 £28,034 - £30,383 FTE (£26,704 - £28,942 Pro rata)
Potential Start date:	TBC



Post Title: Family Support Worker

Reporting to: Headteacher

Scale: Pay Scale 5

Disclosure Level: Child Workforce - Enhanced, Childs Barred list

PURPOSE OF THE POST:

Family Support Workers are appointed to work with pupils and their families as part of a team under the direction of the Headteacher.

Family Support Worker's work is primarily to:

- Be a named Deputy Designated Safeguarding Lead and support the Designated Safeguarding Lead.
- Foster the participation of vulnerable pupils and their families in the social and academic processes of the academy
- Support vulnerable pupils and their families to become more independent and resilient, overcoming barriers to learning and engagement
- Empower vulnerable parents/carers to take a greater role in their children's learning and thereby standards of achievement for vulnerable pupils

Family Support Workers work with pupils and their families who have been identified as vulnerable due to:

- Social, emotional or behavioural issues
- Personal/family trauma/concerns
- Involvement with outside agencies

Support for Vulnerable Families

- Support pupils' and their families to overcome barriers to learning and engagement
- Undertake individual assessments with vulnerable families as appropriate
- Casework with pupils and their families who need more intensive family support to prevent escalation to social care intervention
- Promote good school attendance and challenge parents of pupils who are persistent absentees
- Provide a supportive link between families and teaching staff
- Initiate and support the Early Help process, taking the role of Lead Professional as appropriate
- Support referral processes where needed

- Visit, signpost and support families to appropriate community resources and work in partnership with external agencies including, multi-agency teams, social care, Child and Adolescent mental Health Services (CAMHS), health and the police;
- Establish and maintain relationships with individual pupils and groups
- Identify and facilitate appropriate workshops/courses for individual or groups of parents, including recognised parenting programmes
- Provide regular 'drop-in' social events for parents/carers
- Adopt the school's 'open door' policy, being available to listen, offer advice and either provide or signpost further support. Provide a point of contact for identified pupils and their families during school holidays;
- Liaise with outside agencies in order to support individual children and their family
- Attend meetings, reviews and case conferences as appropriate
- Plan and manage own workload

Support for School

- Maintain effective working relationships with colleagues and parents
- Attend regular well-being meetings with colleagues
- Contribute to the maintenance of pupil safety and wellbeing
- Contribute to maintaining pupil records
- Communicate effectively with teaching staff in order to share information appropriately that will enable teaching staff to meet pupil's needs
- Attend Team around the School meetings with colleagues and outside agencies
- Monitor and evaluate the effectiveness of support in relation to pupil achievement, attendance and behaviour alongside family engagement in school and support for their child's educational achievement
- Support professional development of colleagues as appropriate
- Challenge negative behaviours and attitudes

Support for Wider Community Role

- Develop and maintain effective working relationships with other professionals
- Attend meetings to review and support wider community initiatives
- Review and develop own professional practice

METHODS OF WORKING

The post holder must:

- Maintain confidentiality and observe data protection and associated guidelines where appropriate;
- Maintain an awareness of Safeguarding Children and Child Protection;
- Understand and comply with the Trust's Health and Safety Policy in the performance of their duties and responsibilities;
- Carry out the duties of the post in compliance with the academy's Equal Opportunities Policy;
- Understand and comply with all other relevant academy policies;
- Take an active part in appraising their own work against agreed priorities, targets, professional development and supervision arrangements;
- Undertake any necessary training associated with the duties of the post;
- Carry out any other reasonable duties and responsibilities within the overall function, commensurate with the grading and level of responsibilities of the post.



Person Specification - Family Support Worker

Criteria	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> GCSE English and Math's grade C+ or grade 4+ or equivalent Relevant NVQ Level 3 qualification or equivalent 	<ul style="list-style-type: none"> NNEB/CACHE Diploma in Social Work First Aid qualification 	Certificates
Experience	<ul style="list-style-type: none"> Working with early years, primary and secondary children and young people in challenging circumstances Working with families 	<ul style="list-style-type: none"> Working with a range of multi-agency professionals Case reviews and case conferences Flexible approach to tasks undertaken whilst ensuring compliance with organisational standards 	Application form Interview
Skills	<ul style="list-style-type: none"> Good and effective communication - written and oral Well-developed interpersonal skills to be able to relate well to a wide range of people Own transport and driving licence ICT skills Excellent organisational skills with the ability to use own initiative and work independently 		Application form Interview
Knowledge	<ul style="list-style-type: none"> Understanding of relevant policies and codes of practice including Keeping 		Application form

	<p>Children Safe in Education , Prevent, The Children Act 1989, Child Protection and Equal Opportunities</p> <ul style="list-style-type: none"> • Up-to-date safeguarding training • Observation and assessment of child development • Commitment to teamwork • Awareness of confidentiality issues • Able to plan and implement support programmes for families 		Interview
Personal qualities	<ul style="list-style-type: none"> • Confidentiality, tact, and sensitivity • Able to solve problems and make decisions to support families • Good personal organisation in planning and delivering 1:1 and group support programmes • Able to plan and prioritise own workload and that of others • Good oral and written communication skills • Able to develop positive, trusting, supportive and appropriate relationships with pupils, families and stakeholders • Able to maintain appropriate records effectively • Able to identify, discuss and report safeguarding issues including child protection with the relevant representatives • Able to work in a team and in collaborative partnerships 		<p>Application form</p> <p>Interview</p>