



Fantastic Opportunity!
Pathfinder Early Help Practitioner
Excelsior Multi Academy Trust

Highters Heath Community School

Contract: Fixed Term 1 Year - Term Time Only

Pay Scale: Grade 3 £27,254 - £30,518 pro rata (Actual Salary £21,218 per annum)
32.5 hrs Per Week

Closing date: 28th August 2026

Interview Date: 8th September 2026

www.hightersheath.excelsiormat.org

www.excelsiormat.org

Highters Heath Community School is proud to be part of the Excelsior Multi-Academy Trust.

With their support we continue to improve and provide our children with the best education possible as well as helping to nurture and develop their personal and social skills. Our values of succeeding together, engaging learning, ensuring equality for all, and aspiring from the start, shape all we do across Excelsior Trust and our schools. Our 'No Outsiders' approach to equality ensures everyone is welcome in all our schools.

Above all, we understand that our schools are communities; and that we all benefit from creating a working environment in which staff feel happy, valued and gain satisfaction from their work. We are driven by our core values of:

OUR VALUES

Succeeding together

*Alone you are good, together
we are amazing.*

Aspiring from the start

*Where ambition begins on
day one.*

OUR VISION

Our schools to be
outstanding beacons of
equality, where pupils
succeed in a safe,
innovative, and vibrant
learning community.

OUR VALUES

Ensuring equality for all

*Equality, first, foremost,
forever.*

Engaging learning

Unlocking minds every day.

Excelsior Multi Academy Trust presently comprises of Colmers Farm Primary School, Green Meadow Primary School, Heath Mount Primary School, Highters Heath Community School, Parkfield Community School, The Meadows Primary School, Thorns Primary School, and Turves Green Primary School.



Excelsior's main aims are to

- Provide outstanding education through our values of equality, aspiration, and innovation.
- Develop outstanding leadership and well trained and motivated and happy staff, who will improve our pupils' outcomes in an exciting learning environment.
- Deliver a broad, balanced, and innovative curriculum of opportunity.
- Provide opportunities for pupils to develop resilience, compassion, and respect for all.
- Provide our communities with excellent schools.

Core purpose of the role

Are you passionate about helping children and their families? Can you make a difference? We need you! We are looking for an experience Family Support Worker to work with Birmingham Pathfinder based in Highters Heath Community School.

Highters Heath is based in Warstock in Birmingham in an area of high deprivation. It is a wonderful school full of wonderful people who all work together to achieve the very best outcomes for our children and families. Highters Heath has been on a journey of rapid school improvement and is a lovely place to work so if you are highly motivated and passionate about achieving the very best for pupils, we would like to hear from you!

As the Pathfinder Early Help Practitioner, you will play a pivotal role in supporting and guiding our students towards achieving their full potential. The core purpose of the role is to work within the Pathfinder Early Help approach, with the support and supervision of a Pathfinder Coordinator and, alongside teachers and wider pastoral team in schools, addressing the needs of children and their families who need help to overcome barriers to learning both inside and outside the school, in order to flourish.

We are looking for someone to join us who:

- Can collaborate with teachers/co-ordinators and SLT to devise and implement targeted interventions.
- Holds a current DSL certificate or is committed to obtaining this.
- Has a firm knowledge of safeguarding and the various agencies that can support children and families.
- Had experience of leading successful Early Help Plans.
- Can build strong relationships with students, parents, and carers to provide the best possible support to enable them to flourish.
- Has proven organisational skills and can be responsible for their own work patterns.
- Demonstrates highly effective communication, interpersonal skills and is computer literate.
- Is a team player with a great sense of humour.

What can we offer you:

An outstanding, innovative, and ambitious executive leadership team who, through their passion and drive to improve outcomes for children, support and motivate each other to achieve great things! In return for your commitment to our Trust, we can offer:

- Sector competitive pay.
- Excellent CPD opportunities.
- A fantastic supportive working environment.
- The opportunity to make a significant difference in the lives of children across Birmingham.
- Access to our mental health and wellbeing platform, ExcelWell.
- The opportunity to develop into a highly effective leader.
- 24/7 advice and helpline.
- Flexible working arrangements.

Recruiting and Onboarding:

If you would like an informal chat, or further information about the role, please contact hr@excelsiormat.org.
Informal visits are warmly welcomed by arrangement with Mrs Julie Aulton, Headteacher, Highters Heath Community School directly 0121 464 2559.

How to apply:

Please visit our website to download the Job Description & Person Specification and complete the online application and monitoring forms. If you have any queries, please email: HR@excelsiormat.org. Please do not send in CVs, the application form covers the information required and is designed to ensure fairness during interview shortlisting. Receipt of two references are required as part of the interview shortlisting process. Your application may be rejected if adequate references have not been provided.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.