

## Family Support Worker (Safeguarding, Behaviour, Attendance & Inclusion)

### Job Reference

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|  <div><b>STORY WOOD SCHOOL<br/>AND NURSERY</b><br/>ROBIN HOOD MULTI ACADEMY TRUST<br/>NURTURING POTENTIAL, INSPIRING FUTURES</div> |                                                                                                                 |
| <b>Location</b>                                                                                                                                                                                                     | Hastings Road, Perry Common, Birmingham, West Midlands, B23 5AJ                                                 |
| <b>Contract Type</b>                                                                                                                                                                                                | Permanent, Full Time                                                                                            |
| <b>Salary (Actual)</b>                                                                                                                                                                                              | Term Time Only + 3 weeks (Salary pro-rata)<br>37.0 Weeks<br>42 Weeks per year<br><b>£31,533.84 - £35,764.36</b> |
| <b>Closing Date</b>                                                                                                                                                                                                 | 12:00 Monday 21st September 2026                                                                                |
| <b>Start Date</b>                                                                                                                                                                                                   | ASAP - We are happy to wait for the right candidate.<br>If you have any questions please contact the school.    |
| <b>Positions Available</b>                                                                                                                                                                                          | 1                                                                                                               |
| <b>Interview Date(s)</b>                                                                                                                                                                                            | TBC                                                                                                             |

## About this Role

### Core Purpose

To provide exceptional Family Support Worker that promotes the safety, well-being and inclusion of all pupils.

The post-holder will take daily operational responsibility for **safeguarding, attendance and behaviour**, working closely with the **Deputy Headteacher** and **SENCO** to ensure that every child is safe, supported and ready to learn.

This role is central to building strong relationships with families, removing barriers to learning, and supporting pupils with complex needs, including those with SEND.

## Key Responsibilities

### 1. Safeguarding and Pupil Wellbeing

- Serving as a **Deputy Designated Safeguarding Lead (DDSL)**, ensuring that safeguarding systems and procedures are robust and effective.
- Manage and respond to day-to-day safeguarding concerns, maintaining accurate records and following school policy.
- Support the DSL and Senior Mental Health Lead in coordinating early help and intervention for pupils and families in need.
- Work collaboratively with outside agencies (e.g. Social Care, Early Help, CAMHS, Police) to secure the best outcomes for pupils.
- Provide emotional support and guidance for pupils, modelling restorative and trauma-informed approaches.

## **2. Attendance and Family Engagement**

- Lead on improving attendance and punctuality through effective monitoring, analysis and communication with families.
- Carry out home visits where necessary to engage with parents and carers, addressing barriers to regular attendance.
- Work with the Deputy Headteacher and admin staff to develop and implement attendance improvement strategies.
- Celebrate good attendance and promote positive attitudes towards school.

## **3. Behaviour and Inclusion**

- Support staff in implementing the school's **Behaviour and Expectations Policy**, ensuring a consistent and positive approach
- Provide direct support for pupils with behavioural and emotional needs, particularly those with complex circumstances.
- Lead or contribute to individual behaviour plans, risk assessments and reintegration programmes.
- Promote restorative practices and support staff in managing challenging behaviour constructively.
- Planning and running structured lunchtime Nurture Groups and afternoon mentoring sessions (group and 1:1) focused on emotional regulation, self-esteem, trauma recovery, and social skills.

## **4. Support for SEND and Inclusion**

- Work closely with the **SENCO** to ensure that pupils with SEND or additional needs receive appropriate support.
- Assist with coordinating interventions, monitoring provision and communicating with families of pupils with SEND.
- Contribute to review meetings and liaise with external professionals involved in SEND support.
- Support teachers and support staff in developing inclusive classroom strategies that meet pupils' diverse needs.
- In the event of staff changes, the post-holder may be required to take on temporary SENCO, class teacher responsibilities, with guidance and professional development provided by the school.

## 5. Professional Conduct and Collaboration

- Uphold the highest standards of professionalism, confidentiality and integrity.
  - Build positive and trusting relationships with pupils, families and colleagues.
  - Work collaboratively with the Deputy Headteacher, SENCO, DSLs and other leaders to drive school improvement in inclusion and pastoral care.
  - Contribute to staff training and professional development in areas of safeguarding, behaviour and inclusion.
  - Represent the school at external meetings, panels and multi-agency forums when required.
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## We Are Looking For Someone Who:

- Is genuinely passionate about improving life outcomes for vulnerable children and hard-to-reach families in a community-centered primary school.
- Is highly proactive, self-motivated, and comfortable working directly with both children in school and parents in the community.
- Has proven experience in delivering direct pupil interventions (such as Nurture Groups or 1:1 emotional regulation mentoring).
- Understands Early Help frameworks, safeguarding systems, and multi-agency working.
- Can balance high compassion with high expectations, holding parents accountable while offering practical, relational support.
- Demonstrates exceptional professional integrity, resilience, and organisational skills.
- Is eager to engage in continuous professional development and committed to applying evidence-informed research and strategies to support families, remove barriers to learning, and nurture pupil well-being.

## What We Offer You:

- **A Collaborative Support Network:** Working as part of our pastoral team, you will receive close, supportive mentorship directly from the Senior Leadership Team.
- **High-Quality Professional Development:** Fully funded professional development and bespoke upskilling opportunities across Robin Hood MAT—including specialised training in trauma-informed practice, nurture delivery, and Early Help frameworks.
- **Wellbeing Focus:** Access to comprehensive Trust wellbeing initiatives, including a network of mental health first aiders and **one fully paid Staff Wellbeing Day per year**.
- **Living Wage Employer:** Robin Hood MAT is a proud Living Wage employer.
- **True Purpose & Influence:** A role with genuine purpose, high visibility, and the opportunity to make a lasting, measurable impact on children and families.

## How to Apply & School Visits

We strongly encourage prospective candidates to visit our school and experience our culture first-hand before applying. To arrange a visit or request an application pack, please contact the school office on **0121 464 3863** or email **[enquiries@storywoodschool.co.uk](mailto:enquiries@storywoodschool.co.uk)**.

**Closing Date:** 12:00 Monday 21st September 2026

**Interviews:** TBC

This post is subject to an enhanced DBS check and is covered by Part 7 of the Immigration Act (2016).

## **Safeguarding Statement**

Robin Hood MAT is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to maintain a vigilant and safe environment across all our academies.

This post is considered "regulated activity" (and involves regular access to our school sites) and is therefore subject to an Enhanced DBS check with a check of the Children's Barred List. It is an offence to apply for this role if you are barred from engaging in regulated activity.

All shortlisted candidates will be required to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children.

In line with the requirements of Keeping Children Safe in Education (KCSIE), we will conduct an online search on all shortlisted candidates as part of our due diligence process. We will discuss any information flagged during this process with the candidate during the interview stage before making a final recruitment decision.

The successful candidate will be subject to all necessary pre-employment checks, including an enhanced DBS; qualifications; medical fitness; identity and right to work.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for this role. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.