



Family Support Worker

Grade 8 Scale Points 18 – 23

Applicant information pack



Pupils are friendly, polite and calm (Ofsted, 2018)



Banbury Campus
Sixth form



Wykham Park
Academy



Futures Institute
Banbury

Welcome to Banbury Aspirations Campus

Wykham Park Academy (11-19) and Futures Institute (14 – 19)

Spiritual, moral, social and cultural education is a strength. Pupils are well-prepared for life in modern Britain and are proud of their inclusive school community. (Ofsted May 2018)

Leaders have established a robust culture of professional learning among staff. (Ofsted May 2018)

Leadership of teaching, learning and assessment is strong. It has improved the quality of teaching rapidly. (Ofsted May 2018)

Thank you for considering Banbury Aspirations Campus for the next stage of your career. We seek an excellent **Family Support Worker** who has the knowledge, experience and passion to make a positive difference to lives and life-chances of our students.

The post is to start in **as soon as possible**.

This is an excellent opportunity for an ambitious practitioner, who wants to support the next stage of the development of the campus. You will work with the Welfare Manager and Attendance Officer to support students and their families.

Our campus is unique. We have two distinct schools and a cross campus sixth form which is in the top 25% of all schools in the country for progress. It is a team and a family of people who are all working together to achieve our mission of preparing our pupils for success in high quality apprenticeships or a place in university. We believe in a set of recognisable and traditional values: **honesty; kindness to all others; respect for all; hard work and persistence**.

We have very high expectations of all of our staff, but we value them highly, and treat work load very seriously. Our central team at Headquarters in London is highly experienced and knowledgeable and provide an excellent service to all of the schools in the Trust.

What we can offer you:

- An unerring focus on the safeguarding and wellbeing of all students and staff
- A welfare team who achieve outstanding results in every monitoring exercise both internally by the Trust and externally from Ofsted
- A campus which has an improving trend of results
- A campus where the sixth form is growing year on year
- A skilled and experienced administrative team
- CPD that starts as soon as you are appointed, with a clear induction programme
- A beautiful campus situated on the very edge of the Cotswolds, only half an hour from Oxford and an hour from London by train

Who are we looking for?

- a kind and calm individual, who can quickly foster and sustain positive relationships with adults and young people
- someone with the ability to act as an advocate, mediator and negotiator for our parents and carers in a range of situations
- a professional who has an understanding of the community we serve

Next steps:

We would be delighted to show you around our campus in order to fully appreciate our excellent learning environment.

Please contact ttimms@wykhampark-aspirations.org or ring 01295 251451 to arrange a visit or an informal, confidential discussion with Justine Williams (Senior Assistant Principal) about the role.

Deadline for online applications 9.00 a.m. on Sunday 29th January 2023

Interviews: TBC

Job Description

Post Title	Family Support Worker
Salary/Grade:	Grade 8 Points 18-23 £27,344 - £30,151 (Pro rata £23,911.03 - £26,365.62)
Campus:	Banbury Aspirations Campus (incorporating Wykham Park Academy and Futures Institute Banbury)
Reporting To:	Welfare Manager
Disclosure Level:	Enhanced
Hours of Work:	37 hours a week, 40 weeks (including the week before we return to work in September)
Core Purpose:	The Family Support worker will work as part of a team who engage and support families to improve a range of student outcomes including attendance
Responsibilities and Duties:	<ul style="list-style-type: none"> ✓ Support parents of children with early signs of social, emotional, health or behavioural issues, working with them, campus staff and other agencies to prevent problems worsening and impacting on the child's ability to engage with school and their learning (this may include completing an EHA with the family where attendance is an issue) ✓ Promote high quality parenting at home by encouraging conversations between parents and their children and promoting authoritative rather than authoritarian discipline ✓ In partnership with parents, identify the need for support groups or parenting classes for those wishing to enhance their relationship with their children and deal positively with discipline, conflict and other issues. ✓ Ascertain the probable causes of the absences and suggest and assist in the implementation of plans/actions to resolve the situation, working closely with school staff, the child and family. ✓ Work closely with the school's Welfare Manager with a caseload held at TAF, the Attendance Officer and, when necessary, the Local Authority Attendance Team. ✓ To make first day calls to a target group of students if they are absent ✓ Carry out home visits where appropriate to support parents in encouraging their children to maintain regular attendance. ✓ Keep accurate records and all documentation pertaining to meetings/contact with children and young people and their families and write/contribute to reports as required. ✓ Keep up to date on the range of agencies working locally in order to maintain knowledge of services to which parents may be signposted. ✓ Attend training events and meetings, including network meetings, relevant to the post. ✓ Attend supervision and performance management meetings and reviews. ✓ Build positive relations with other schools and promote their work to ensure sufficient school and self-referrals. ✓ Support children and families to access holiday activities in the community. ✓ Provide transition support to the school's feeder primary schools families.

Person Specification

Qualifications and experience	Essential	Desirable	Source of evidence
Educated to a minimum of level 2 with C grade or equivalent in English and maths	x		AF
Significant experience of working with, and engaging parents/carers/children through individual and/or group-based support	x		AF
Significant experience or a professional qualification in youth and/or community work	x		AF
A recognised social work or teaching qualification		x	AF
Knowledge, skills and abilities			
An understanding of child development, particularly during adolescence	x		I
Understanding of legislation and policy impacting on families	x		I
Ability to work within tight timescales with a heavy and varied workload whilst being detail conscious	x		I
Ability to work on own initiative and as part of a team	x		I
Ability to communicate accurately, clearly and effectively both verbally and in writing	x		I
A clear eye for detail			
Ability to work on own initiative and as part of a team	x		I
Other factors			
Car driver with daily use of a car, clean driving licence and business insurance	x		AF
Commitment to the safeguarding of children	x		I
Commitment to Equal Opportunities and anti-discrimination practice in employment and service delivery	x		I
Commitment to own professional development	x		AF