

# Heathlands School, St Albans

Required October 2021

## Family Support Worker

Heathlands is a special school for deaf children aged 3-16 set in beautiful grounds close to the city of St Albans. An exciting opportunity has arisen to join the staff of this vibrant, high achieving local authority special school for deaf children aged 3-16. In September 2017 Heathlands was graded as outstanding in all categories by Ofsted.

We are looking for a Family Support Worker (FSW) to support families of deaf children at Heathlands and reduce barriers to communication and learning at home. The FSW will liaise with and support families of Heathlands pupils who require additional support/mentoring at home to develop a greater and more positive understanding of having a Deaf child.

**15 hours per week, term time only (hours can be worked flexibly following families needs)**

**Pay scale H6 (£11.96 - £13.20 per hour depending on qualifications and experience)**

Candidates with qualification and/or experience of working with children are invited to apply. Proficiency in British Sign Language is essential. This is challenging, stimulating and rewarding work in a high achieving special school.

Heathlands is committed to safeguarding pupils and this post will require an enhanced DBS check.

To apply for this position please return your application form and person specification form to:

The Co-Headteachers, Heathlands School, Heathlands Drive, St Albans AL3 5AY.  
Email: [head@heathlands.herts.sch.uk](mailto:head@heathlands.herts.sch.uk)

For an informal discussion please telephone the school office on 01727 807807 to speak to a Co-Headteacher or contact the school by email to arrange a facetime discussion.

**Closing date: Tuesday 14 September 2021 at 12 noon.**

# HEATHLANDS SCHOOL

**Job Title: Family Support Worker (Grade H6. Term time only)**

**Reports to: Pastoral lead**

## **1. JOB PURPOSE AND CONTEXT**

To support families of deaf children at Heathlands and reduce barriers to communication and learning at home.

To improve understanding of deaf identity, increased confidence and reduce feelings of isolation for all family members.

## **2. MAIN AREAS OF RESPONSIBILITY**

### **2.1 Supporting families**

To act as a point of contact in school for families in need of support.

To visit the homes of targeted families on a regular basis as directed and provide deaf awareness, sign language support and advice with raising a deaf child.

To be a positive role model for families.

To support families with behaviour management strategies.

To signpost families and refer to further support when appropriate, including applying for grants such as Free School Meals.

To build effective relationships with families.

To maintain regular contact with families of children receiving external support, encouraging positive family involvement in the child's learning.

### **2.2 Supporting pupils and the school**

To establish good working relationships with pupils, acting as a role model and setting high expectations

Maintain record keeping in accordance with the policies and procedures at Heathlands.

To contribute to the school ethos and the School Development Plan.

To undertake any relevant in-service training

To comply with all school policies.

### **2.3 Working with external professionals**

To make contact and build positive working relationships with external professionals and organisations who support families.

To attend relevant professionals meetings as a representative of Heathlands School

## 2.4 Administrative duties

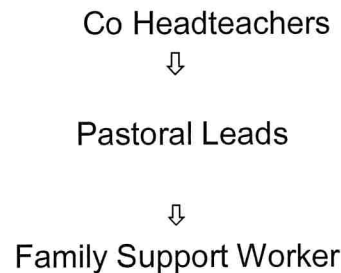
To attend team meetings when required.

To complete a daily log of work done with families and action any follow ups.

Undertake pupil record keeping as requested

To maintain record keeping in accordance with the policies and procedures at Heathlands.

## 3. LINE MANAGEMENT STRUCTURE



## 4. SUPERVISION

The Family Support Worker will be supervised by the Pastoral team. They may attend meetings with teaching and leadership staff in order to exchange information. The Family Support Worker will be a mobile job travelling to different families in different Local Authorities and admin tasks to be done from home. Contact with the school will be via email and on site meetings.

## 5. JOB CONTEXT

The Family Support Worker will liaise with and support families of Heathlands pupils who require additional support/mentoring at home to develop a greater and more positive understanding of having a Deaf child.

## 6. CONTACTS

Frequent Contacts	Other Contacts
Teaching Staff Pupils Parents BSL team Speech and language therapists	Sensory services teams Phoenix NDCS local teams Deaf CAMHS

## 7. WORKING HOURS

15 hours per week to be worked flexibly following families needs.

## **KNOWLEDGE, EXPERIENCE AND TRAINING**

- The ability to work flexibly and manage a demanding and potentially changeable workload.
  - Good organisational and time management skills
  - The ability to approach all tasks with patience and good humour, solve problems using own initiative and working as part of a team.
  - Flexibility, initiative and common sense
  - An empathy with and understanding of the needs of pre and school aged deaf children.
  - An appreciation of the challenges faced by families when a child is identified as deaf.
  - Fluency in British Sign Language and good communication skills in English
  - Experience of communicating with people from different backgrounds
  - A member of or knowledge of the deaf community
  - Experience of working with deaf children and/or families.
  - The ability to guide and counsel families.
  - Knowledge of child protection procedures.
  - Experience of admin procedures and IT programmes.
  - Driver.
  - Reliability and a commitment to work hard in the best interests of children and their families

## **8. SKILLS AND ABILITIES**

To support families to improve their communication skills in BSL

The skills set to help families develop a good understanding of deaf identity and culture

The ability to work independently and problem solve quickly.

The ability to work co-operatively as part of a wider staff team and form good working relationships with families, children and school staff

To be trustworthy and be able to observe confidentiality.

Use of common sense and discretion in overcoming any problems

Alertness to Health and Safety issues and issues affecting pupil welfare

Assessment of work and effective management of time

Operating in line with whole school policies and procedures

Pro-activity in overcoming difficulties.

Alertness for potentially dangerous situations which could place themselves, children or family members at risk.