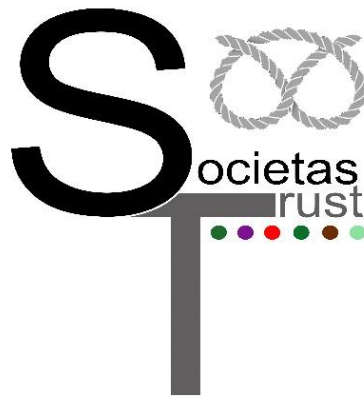




The Societas Trust



Recruitment Pack

Family and SEND Support Worker

12.00pm Friday 11th September 2026

Week commencing 14th September 2026

Summerbank Primary Academy

“Great Learning Opportunities For All”

<https://www.societatrust.org.uk/>

Message from the CEO of the Trust

Dear applicant

Thank you for your interest in the position of Teaching and Learning Practitioner at Summerbank Primary Academy, which is part of The Societas Trust. Our Trust currently consists of:

Alsagers Bank Primary Academy

Ash Green Primary Academy

Ball Green Primary Academy

Burnwood Primary School

Carmoutside Primary Academy

Ellison Primary Academy

Gladstone Primary Academy

Goldenhill Primary Academy

Oaklands Nursery School (Associate member)

Sandford Hill Primary School (Associate member)

Summerbank Primary Academy

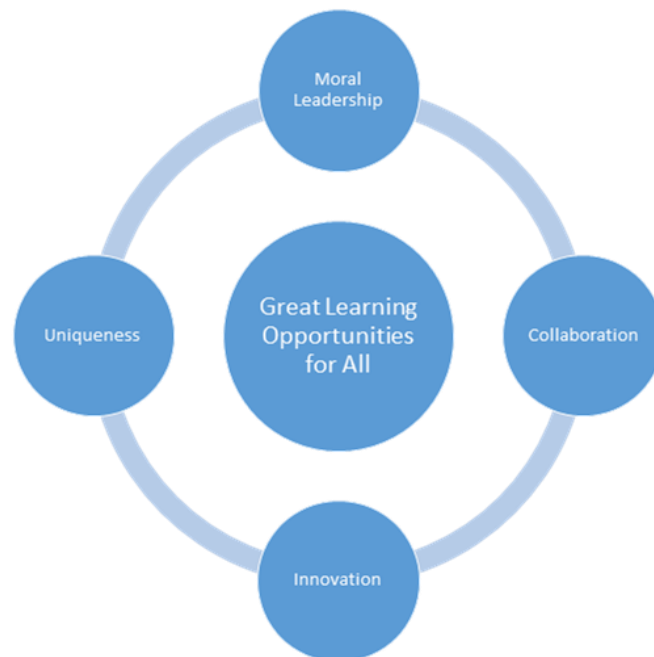
The Societas Trust is a successful partnership between eleven schools in North Staffordshire. We share a belief that the needs of children are best met when schools collaborate and cooperate and are able to maintain close links with the communities they serve. Whilst it is crucial for us to support the development of the unique identity of each school in the partnership, we also believe that by developing and promoting innovative and creative approaches to learning and teaching across the trust, we will ensure that our children have the very best opportunities to excel academically and develop socially. We believe that children learn best and thrive in environments that promote and foster self-belief, the love of learning and high expectations of themselves and others. I would like to extend my very best wishes to all the pupils, teachers, governors and parents/carers across The Societas Trust for their future success.

Jon Lovatt



Vision and Values of The Societas Trust.

'To create a sustainable, professional community, where all learners are valued and encouraged to achieve their potential, and all individuals are respected.'



Whilst our shared drivers and values, depicted above, underpin the ethos and culture of the Trust, each setting is also valued as an individual entity with its own special identity. So, at Societas:

All settings work collaboratively, not competitively – there is no lead setting;

Each setting retains its own senior leadership team and business manager;

Each setting retains its own local governing board.

Our shared values include:

*Honesty
Transparency
Trust
Challenge
Integrity
Accountability
Respect
Moral Leadership
Professional regard
Collaboration
Physical Health and Well-Being for all*

Our Settings

[Alsagers Primary Academy.](#)



Alsagers Bank Primary Academy is proud to have become part of The Societas Trust in September 2021.

Alsagers Bank Primary Academy is a small, semi-rural primary school located on the outskirts of Newcastle under Lyme with 157 pupils on role from Nursery to Year 6. (September 2024). We have 7 classes throughout the school and 28 staff. We work closely with Bee Active Childcare who provide 2 year old provision on our site and Bee Active who offer holiday club provision to the local community during all school holidays.

Our main school building, which dates back to 1836, is set within generous grounds with large school fields on which a dedicated area to Forest Schools has been developed and this theme of Forest Schools is reflected in our school corridor decoration.

[Ash Green Primary Academy](#)



Ash Green Primary Academy is a nurturing environment where all children feel valued, happy and secure. As a family, we learn together, laugh together and take care of each other in a school community which is passionate about caring for the body, heart and mind. Equality, fairness and respect are paramount as is our unshakeable belief that all children have an entitlement to world class opportunities regardless of background.

We aspire for all children to have a love of learning, be curious about the world we live in and to have the confidence to try new ideas and take risks. Children embrace unique talents as well as ensuring that we are 'achieving the best, together'. All within our school family take pride in the role they have by striving for excellence and not perfection. These core values mean that all children achieve their personal bests by having high expectations of themselves and others. A carefully designed curriculum and assessment system, bespoke to our school context, allows our children to make sense of the world and their place in it, as well as respecting and valuing other individuals and communities.

Ash Green has strong collaborative links with all settings within The Societas Trust. The team are outward facing in their pursuit of self-sustaining school improvement.

[Ball Green Primary School](#)

Ball Green Primary School



Every child. Every chance. Every day.

Ball Green Primary School is a welcoming, medium-sized school and nursery serving the Norton, Ball Green and nearby communities. We take pride in building strong, supportive relationships with children, families and the wider community, creating a respectful and caring environment where everyone can thrive together.

Our vision is to be a "school of smiles," where every child is happy and given the opportunity to grow and improve every day. We focus on nurturing the whole child through an inclusive, fair and consistent approach. Our goal is to prepare every child socially, emotionally and academically for success in the modern world.

We offer tailored support, including nurture groups and alternative provision for children needing extra help. From April 2026, we will expand our support with a new specialist provision for children facing social, emotional and mental health challenges.

Our curriculum is designed to deepen knowledge, skills and vocabulary through a progressive, text-based approach. We encourage cross-curricular learning and outdoor activities to inspire children, while integrating technology to prepare them for the future. At Ball Green, we aim to create confident, well-rounded learners who are ready to embrace their diverse futures.

[Burnwood Community School](#)



Burnwood Community School is a fast paced, exciting and creative school that works hard to ensure that the whole school community is supported. The achievement of our children is our top priority and everyone supports our ethos and school mission statement of 'working together to achieve our best'.

At Burnwood we support and challenge every child, to be resilient, to work hard and to do their best. We work collaboratively across the Trust and beyond to promote a culture in which openness to peer and external scrutiny are balanced by an expectation that we share talents, strengths, and expertise.

All members of the school team share the school values and have the drive to secure rapid and sustained improvement whilst also developing the culture and ethos of the school. We prioritise staff wellbeing and are deeply

[Carmountside Primary Academy](#)



Carmountside Primary Academy is a happy, warm and friendly school serving Abbey Hulton and the wider community to ensure that all children achieve more than they ever thought possible. We have a hardworking, dedicated team who provide the best for our children so they leave us having developed into confident, healthy individuals with the strength of character that enables them to achieve their full potential. We are committed to raising standards and have consistently high expectations of our children both academically and socially.

We are proud of the wide range of opportunities we offer our children. We aim to make learning enjoyable, allowing every individual to succeed in a safe, secure environment. Through our broad and balanced curriculum, we strive to create life-long learners with a hunger for knowledge whilst developing skills and values to become tolerant and respectful young people. We believe that every child has the right to quality education and that this is achieved when parents and schools work together in partnership.

[Ellison Primary Academy](#)



Ellison Primary Academy is a busy but friendly academy, where lots of exciting learning happens. We place great emphasis on children enjoying their learning experience, as well as reaching the highest possible standard of achievement. It's not just about remembering dates and facts...it's also about igniting an interest in learning that will last a lifetime. This would not be possible without our wonderful teaching and support staff. They are dedicated to making sure that all our children enjoy their time here and reach their full potential.

Our school vision is, 'Developing a caring family of creative, critical and collaborative learners'; this is achieved in our highly supportive and caring environment, where children feel safe to make mistakes, learn from those mistakes and become confident, independent learners.

[Gladstone Primary Academy](#)



Gladstone is a two-form entry Primary School situated in Longton with we currently have over 470 pupils on roll. The school was built in 2009 and we have fantastic facilities in our impressive 'state of the arts building and grounds'. Gladstone is a nurturing school where everyone's contribution is valued. We have a talented and dedicated team and a forward thinking and ambitious Governing Board. Our fantastic pupils are well mannered and polite and play an active role in the running of our school and our parents are very supportive and work well with us. We serve as a hub for our local community.

[Goldenhill Primary Academy](#)



At Goldenhill Primary Academy, we are dedicated to providing a strong foundation for every child to thrive, both academically and personally. Our mission is to help each pupil reach their full potential in a nurturing and supportive environment. Central to our ethos are values of respect, exemplary behaviour, and inclusivity, which we foster in all members of our school community, regardless of age, gender, religion, or ability. At Goldenhill, we truly believe in 'Developing the Individual.'

Our provision is designed to inspire a genuine love of learning, which we see as the cornerstone of academic success. We are committed to continuously improving outcomes for all our pupils, ensuring they are well-equipped to meet the challenges ahead. As a fully inclusive school, we warmly welcome students with special educational needs and disabilities, and are dedicated to providing the support they need to flourish.

[Oaklands Nursery School](#)



We are one of the last 2 remaining standalone Local Authority Maintained Nursery Schools in Staffordshire. We work closely with The Societas Trust as an associate partner, which is comprised of 8 primary settings in North Staffordshire, including Ellison Primary Academy. We provide education for children aged two to five years with a caring, passionate and experienced staff team.

At Oaklands, we put the children at the heart of all we do, providing a truly child centred, creative and holistic approach to early years education. Our approach nurtures and empowers children to be curious, make their own choices and become confident and resilient individuals. Through this approach, we aspire to foster a lifelong love of learning. Staff are exceptionally skilled at knowing each child's interests, needs and next steps. The partnership with the Trust makes a positive difference to leaders, staff and children due to the enhanced range of opportunities, training and support provided.

[Sandford Hill Primary School](#)



Sandford Hill Primary School is a large, two-form entry school situated in Longton, where every child is valued, nurtured and inspired to succeed.

At the heart of our school community is our motto—*Thoughtfulness, Respect and Hard Work*. These values shape daily life at Sandford Hill and can be seen in the kindness our children show one another, the strong and supportive relationships between staff and pupils, and the close partnerships we build with families and the wider community.

We pride ourselves on providing a safe, inclusive and stimulating environment where children feel happy, confident and ready to learn. Our dedicated and passionate staff team is committed to ensuring that every child receives a rich, broad and balanced curriculum. Learning at Sandford Hill is designed to be engaging, meaningful and enjoyable, encouraging curiosity and a love of learning that lasts a lifetime.

We believe that every child has unique talents and potential, and we work hard to ensure that all children are supported and challenged to achieve their very best.

[Summerbank Primary Academy](#)



Summerbank is a large, multicultural primary school situated in the north of Tunstall.

We provide children with an engaging, high quality, all round education in a vibrant, well-resourced and inclusive environment. We see our school as a family and we take pride in creating a caring and supportive ethos where each member thrives, our motto is 'together we grow'.

Children in our school are happy, polite and keen to learn and our talented and creative staff work hard to make sure every child has the opportunity to reach their full potential. Our curriculum is relevant and engaging and is taught well, this along with high expectations and a committed staff team ensures that children have good progress and attainment.

We are privileged to have a school community where a high proportion of our children and families originate from different areas across the world, bringing together a richness of culture and language which we celebrate at Summerbank. We want our children to take advantage of all the opportunities life has to offer - we plant the seed to grow their dreams.

Employee Benefits.

As a valued member of staff or governor at The Societas Trust, not only will you be part of an organisation that is dedicated to ensuring 'Great Learning Opportunities for All', which is embedded in our core values of Moral Leadership, Collaboration, Uniqueness and Innovation, you will also have access to a wide range of employee and governor benefits enabling you to thrive. These include:

- Automatic enrolment into guilt edged pension schemes: Teachers' Pensions Scheme for teachers; Staffordshire Local Government Pension Scheme for all other staff
- Cancer and Chronic Illness Support*
- Child Care Vouchers
- Counselling*
- Cycle To Work Scheme
- Discounted Gym Memberships
- Food Sensitivity Testing*
- Financial Wellbeing Support*
- Integrated GP Services*
- Long Service Award after 25 years' continuous service*
- Menopause Support*
- Mindfulness Support and 'Mastering Mindfulness' courses*
- Nurse Support*
- Physiotherapy*
- Private Medical Operations
- Recognition of relevant continuous service on appointment
- Staff Workshops, including Health Screening and Stress/Mindfulness Workshops
- Virtual Gym*
- Weight Management*
- Wellbeing Day - an additional day off work for your wellbeing
- Wide Range of Continuing Professional Development and Career Progression Opportunities

*These benefits are also available to our governors

(Please note that terms and conditions apply to some benefits)



Wellbeing



Vacancy Details

Job Title	Family and SEND Support Worker	Grade	Level 5 31.25 hours per week Monday to Friday
Subject / Key Stage	Across the entire primary age range	Salary	Actual salary £19,505 - £21,609
Closing Date	12pm Friday 11 th September 2026	Contact	office@summerbank.co.uk

Summerbank Primary Academy wish to appoint an enthusiastic Family and SEND Support Worker to join our hardworking and committed team.

At Summerbank we provide children with a high-quality all-round education in a vibrant, multicultural, well-resourced and creative environment. We see our school as a family and we take pride in creating a caring and supportive ethos where each member thrives. We want our children to be well equipped for the next stage of education so they can take advantage of all of the opportunities life has to offer. We are looking to appoint an individual who can add to the ethos of our school and who will show the commitment needed to help our children meet their full potential.

We offer:

- Happy, caring children who like attending our school
- A dedicated and supportive staff
- An inspiring and well-resourced learning environment
- Opportunities for professional development

The successful candidate will:

- **Provide Family & Parental Support:** Provide practical, emotional and advisory support to families by building positive relationships with parents/carers, promoting engagement with school, facilitating access to services, completing referrals and paperwork, and supporting pupil attendance, wellbeing and family resilience.
- **Provide Safeguarding Support:** Support the school's safeguarding processes by maintaining accurate records, liaising with external agencies, coordinating Early Help actions, and ensuring timely, confidential and effective support for vulnerable pupils and families.
- **Provide Inclusion & SEND Support:** Promote inclusion, equality and pupil wellbeing by working alongside the SENCo to support SEND processes and documentation,

facilitate appropriate provision, encourage positive behaviour, and support successful pupil reintegration and engagement.

- **Demonstrate Personal and Professional Conduct:** Demonstrate professionalism, integrity and respect by upholding the school's values, policies and expectations, maintaining positive relationships with the school community, and valuing diversity while promoting high standards of conduct, attendance and punctuality.

NB See job description for full list of duties and responsibilities



Job Description

Societas Trust (Summerbank Primary Academy)

Job Description

Job Title:	Family/SEND Support Worker
Salary Grade:	Level 5

Main Purpose

To work in a non-class based-role support the effective delivery of inclusion and safeguarding practices within the school by working closely with pupils, families, and staff. The role focuses on strengthening home-school links, supporting vulnerable pupils and families, assisting with safeguarding administration, and contributing to early help and intervention processes.

Key Duties

Family & Parental Support

- Be a point of contact for parents/carers, particularly those of vulnerable or disadvantaged pupils, offering practical help and emotional support for families (including at times of crisis).
- Support with parenting skills by providing guidance and support, on a one-to-one basis or via parent workshops/coffee mornings.
- Offer guidance and signposting to appropriate external services (e.g. family support, health, housing, social care).
- Make referrals to outside agencies (e.g. Family Support Workers, housing)
- Promoting healthy living by liaison with schools health workers/school nurse and ensuring appointments are kept.
- Provide practical support to parents with completing school and external agency forms (e.g. early help, referrals, benefits, SEND paperwork).
- Conduct home visits to support engagement, attendance, and wellbeing.

Safeguarding Support

- Act as a liaison between school and external professionals (e.g. social workers, family support workers, health services).
- Support the delivery of Early Help processes, following up on agreed actions to ensure timely support for families.

- Ensure safeguarding records are up to date and stored securely in line with GDPR and safeguarding policies:
 - Maintaining accurate, confidential safeguarding records
 - Logging and updating concerns on the school's safeguarding system
 - Supporting preparation of documentation for meetings (e.g. case conferences, core group meetings)

Inclusion & SEND Support

- Work with the SENCo to:
 - Support the Plan, Do, Review cycle
 - Maintain accurate records, including EHCP documentation, health plans and provision maps.
 - Support inclusion through promoting equality, diversity, and pupil wellbeing.
- Promote positive behaviour and inclusion within the school environment.
- Support school initiatives linked to emotional and physical wellbeing
- Support reintegration plans for pupils returning from absence or external provision.

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.
- Have proper and professional regard for the ethos, policies, and practices of the school, and maintain high standards of attendance and punctuality.
- Demonstrate positive attitudes, values, and behaviours to develop and sustain effective relationships with the school community.
- Respect individual differences and cultural diversity.

Person Specification

Qualifications and Experience

- Relevant Level 3–5 qualification in education, childcare, social work, or related field.
- GCSEs at Grades 9 to 4 (A* to C) including English and Maths.
- Experience handling sensitive and confidential information.
- Experience working with children and families in an educational, social care, or community setting.

Essential Skills and Knowledge

- Good literacy, numeracy and ICT skills.
- Good organisational and administrative skills.
- Ability to build effective working relationships with children
- Ability to build trust and maintain professional relationships with families.
- Understanding of safeguarding principles and child protection procedures.
- A passion to support children and families to be successful and thrive
- Ability to work independently and as part of a team.
- Ability to remain calm in stressful situations.

Desirable Skills and Knowledge

- Knowledge of Early Help processes and multi-agency working.
- Experience supporting SEND or inclusion services.
- Experience conducting home visits or working directly with families in the community

Personal Qualities

- Enjoyment of working with children.
- To be hard working, dedicated, flexible and dedicated to making a difference
- Sensitivity and understanding, to help build good relationships with children.
- A commitment to getting the best outcomes for all children and promoting the ethos and values of the school.
- Commitment to always maintaining confidentiality.
- Empathetic, supportive, and non-judgemental approach.
- Resilient and able to manage challenging situations.
- Flexible and proactive.
- Commitment to safeguarding children' wellbeing and equality.
- Willingness to contribute to the wider life of school.

Application Guidance:

If you decide to apply for this post applicants are required to complete an application form, CVs will not be accepted. Your formal letter of application (supporting statement) should be no more than 1300 words and should include:

- Why you are attracted to the post
- How your experiences and achievements address the job description and personal specification

For further details and to request an application form please email office@summerbank.co.uk / visit the academy or The Societas Trust website.

Visits to the Academy are strongly encouraged prior to application, to arrange please call the office on 01782 233611 (NB school is closed for the summer holidays until Tuesday 1st September 2026)

Deadline for applications: 12.00pm Friday 11th September 2026

Interviews: w/c 14th September 2026

If you have not received communication from the academy inviting you for interview within 30 working days of the closing date of the post, you can assume that you have not been shortlisted on this occasion. We thank you for your interest in our organisation and would encourage you to apply for suitable vacancies in the future.

Safeguarding:

Summerbank Primary Academy is committed to the safeguarding and welfare of children and young people and expects all its employees to share this commitment. This post is exempt under the Rehabilitation of Offenders Act (1974) and all shortlisted candidates will be asked to complete a criminal record self-declaration and be subject to references and online social media checks. Appointment to the post will be subject to all other necessary pre-employment checks including a satisfactory enhanced check by the Disclosure & Barring Service.

To comply with Asylum and Immigration legislation you will be required (if appointed) to provide one or more documents from the Immigration Act 2006 - List A and B. You must provide proof of current and valid permission to be in the United Kingdom and valid permission to do the type of work offered. Further information is available at: www.bia.homeoffice.gov.uk/employers/

For More information about The Societas Trust, please visit our website:

<https://www.societastrust.org.uk/>