



Role Title – Family Inclusion Support Officer (FISO) Hollybrooks Schools



Location:	Hollybrooks Schools
Contract:	18 hours per week, <i>term time only (39 weeks per year)</i> (8.30-12.00 Mondays, Tuesdays, Wednesdays and Fridays, 8-12.00 on Thursdays)
Salary:	Between £13,407 to £15,206 per annum (actual) £32,061 to £36,362 per annum full time equivalent
Application deadline:	6 th July 2026 - Noon
Interview date:	14 th July 2026
Start Date:	1 st September 2026

The Hollybrook Schools is a federation of Hollybrook Infants and Hollybrook Juniors, both two form entry schools, in Lordswood area of Southampton, near the hospital and University. Both schools are judged good by Ofsted (June 2024 and June 2025).

The schools work very closely together to provide the children with a safe, caring and stimulating environment. Both schools are well resourced with a talented and enthusiastic staff and a warm, friendly ethos, being highly inclusive and valuing diversity. Within this caring environment, we aim to nurture the spirit of independent learning, to maintain the highest educational standards and to ensure that our children enjoy their primary years and develop as well-rounded and happy children. Expectations of behaviour, attainment and progress are high. Our reputation for special educational needs provision is very strong in the community. Our pupils are polite, motivated and ready to learn. Behaviour across the schools is exemplary and visitors regularly comment on how well our pupils represent the schools.

You will be joining a dedicated team that is passionate and committed about making a difference. As a member of our team, you will have the opportunity to shape learning experiences that are creative, inclusive, and meaningful. We are committed to the professional development and wellbeing of our staff. We offer high-quality training, mentoring, and opportunities for career progression.

The Hollybrook Schools are in the Jeffery's Education Partnership of Hamwic Education Trust (HET); a large, fast-paced multi-academy trust with currently 37 schools across the South Coast: Portsmouth, Southampton, Poole and Dorset. The Jeffery's Education Partnership is a network of 7 schools which work together to provide an 'all-through education' experience for children in the Shirley community in Southampton.

Role Summary:

Hollybrooks School are seeking to appoint a Family Inclusion Support Officer.
This role involves –

- Supporting children with early signs of social, emotional and behavioural difficulties to enable them to effectively access school life and the curriculum
- Providing targeted support to parents and to work with children, parents, school staff and other agencies to prevent problems escalating and support good attendance
- Delivering Trauma Informed (or equivalent) sessions for more vulnerable children within the community

We are seeking a professional individual who:

- Has a good standard of general education (e.g., GCSE English and Maths or equivalent)
- Has experience working with children in a school or childcare setting
- Has an understanding of child development and emotional wellbeing
- Has experience building positive relationships with pupils, especially those with additional needs
- Has the ability to listen actively and communicate with sensitivity
- Is skilled at helping children express feelings safely and appropriately
- Has the ability to plan and deliver structured emotional-literacy sessions
- Has good organisational and record-keeping skills
- Has the ability to work independently and use initiative
- Has the ability to work effectively as part of a wider pastoral or SEND team
- Has the ability to maintain confidentiality and professional boundaries
- Is empathetic, warm, and patient
- Is calm, consistent, and emotionally resilient
- Is non-judgemental and child-centred in approach
- Is reliable and committed to supporting children's wellbeing
- Is reflective, open to feedback, and motivated to develop professionally
- Has an understanding of safeguarding and child protection procedures
- Has awareness of emotional, social, and behavioural difficulties (ESBD/SEMH)
- Has understanding of factors that affect children's wellbeing (e.g., trauma, attachment, anxiety)

What we offer you:

- An opportunity to be part of a collaborative team with a shared vision of excellence
- A real career path in a thriving and respected organisation
- Flexible working approach, where possible
- Wellbeing day (trial for 2025/26)
- Excellent training and development programmes and opportunities
- Eligibility to join the Local Government Pension Scheme
- Generous holiday entitlement, increasing with length of service (support staff)
- Access to our benefits portal offering a full range of discounts available through Lifestyle Savings
- Access to wellbeing support through our Employee Assistance Programme, this includes free confidential telephone and face to face counselling for employees and family members
- Access to financial wellbeing support through a company that provides comprehensive guidance on all things mortgage related
- Eligible for a Blue Light card

About Hamwic Education Trust:

HET is fully committed to developing an outstanding workforce. We are a friendly and supportive community of professionals working hard to ensure that our schools are enabling children to grow and develop for the future.

We have talented staff working in leadership, teaching and support roles throughout our schools and committed professionals working in the Managed Services team covering education, safeguarding, HR, IT, finance and estates. This experienced team supports our schools and is responsible for the successful delivery of our multi-academy trust.

As an employer, we support our staff to grow through continuing professional development and there is a range of apprenticeships and other opportunities available throughout the Trust to extend your knowledge, skills and career prospects.

HET celebrates the uniqueness of our pupils, our staff and our schools and we aim for everyone to achieve their full potential through the pathways of opportunities available.

HET recognises that by valuing and promoting equal opportunities in employment for all employees and job applicants and avoiding unlawful discrimination in employment and delivery of services, we will be able to deliver first class education and value the differences our workforce brings to HET.

Application Procedure:

If you would like to discuss the role further, please contact Stephanie Crispin by emailing stephanie.crispin@hollybrookschoools.co.uk to arrange an informal chat or have a tour of the school. Potential candidates will be asked to bring their current school ID and/or photographic ID as proof when they visit the school for a tour.

If you wish to apply for this position, please complete an application form which can be found at [Vacancies - The Hollybrook Schools](#) and return to hr@hollybrookschoools.co.uk

CV's will only be accepted along with a completed application form.

Please note, we may close the advert prior to the advertised closing date should we have sufficient applications. We strongly encourage prospective applicants to apply as soon as possible.

Hamwic Education Trust (HET) are committed to safeguarding and protecting the welfare of our pupils and we expect all staff and volunteers to share this commitment.

All posts are subject to a safer recruitment process which includes enhanced criminal record and barring checks, scrutiny of work and training history, robust referencing, and other vetting checks. Successful candidates will also be subject to online searches.

Our safeguarding system is underpinned by a range of policies and procedures which encourage and promote safe working practice across HET.

All HET employees are required to undergo continuous professional development to maintain safe working practices and to safeguard our pupils.