



Candidate Information

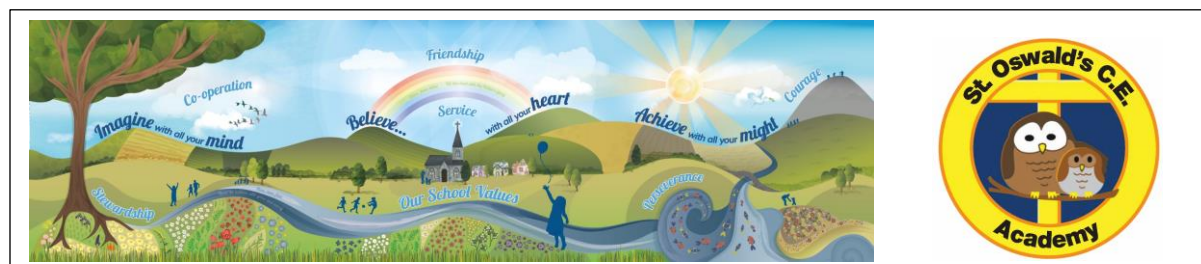
Attendance & Welfare Officer (Initially to 31.08.2024)

Scale F Points 7-10 (Term time + 5 training days)

9am to 1pm - Monday to Friday

St Oswald's C of E Academy

About the Multi Academy Trust



The Trust

The Diocese of Coventry Multi Academy Trust Academies are:

- Transformational
- Aspirational
- Sustainable
- Motivational
- Purposeful

They are recognised for their distinctive and inclusive Christian ethos and for the impact this has on raising educational standards. An effective Church Academy will demonstrate its Christian distinctiveness by providing an aspirational and holistic education which enables all children and staff to develop and achieve to their full potential.

Our Vision

Our vision, based on John 10:10, is for every adult, every child and every academy in our trust to come together in order that we may pursue life in all its fullness. We have a vision of building a better future for all within our academies, who in turn will positively impact their communities.

Our Strategic Goals

To achieve our object, mission and vision, we will focus on the following five high-level goals:

- Deliver excellent education;
- Ensure strong and effective governance at all levels;
- Build a strong and sustainable infrastructure;
- Become an employer of choice;
- Drive sustainable growth

About the Role

The Trust is looking to appoint an inspirational and highly effective Attendance & Welfare Officer, who is committed to supporting the Multi Academy Trust to educational excellence and further developing the distinctive Christian character of educational provision and the school community.

In return we can offer:

- A support network of professional colleagues
- A strong culture of professional development
- The opportunity to be part of an aspirational organisation and contribute to its development and growth plans
- We are offering payment in line with Scale F Points 7-10 (starting at point 7 - £20,444 fte). Actual salary starting at £9,589. Hours are 9am to 1pm Monday to Friday (term time only + 5 training days)
- Eligibility to join the Pension Scheme

Applications

Thank you for your interest in this post. Interested candidates are welcome to speak to us for more information about this fantastic opportunity. Please contact Clare Baxter at clare.baxter@stoswalds.covmat.org to make arrangements.

Please note the closing date for applications is **Sunday 27th November 2022**. Completed applications and supporting documents should be sent via email to clare.baxter@stoswalds.covmat.org

We welcome all applications regardless of age, disability, gender, marriage and civil partnership, pregnancy and maternity, race religion and belief, sex and sexual orientation.

Interviews will take place on **week commencing Monday 28th November 2022**.

Our Trust

Thank you for your interest in joining The Diocese of Coventry Multi Academy Trust, we are delighted to provide you with an application pack. It is hoped that the information provided will be of interest and will help you to begin your journey with us.

The Diocese of Coventry Multi Academy Trust was incorporated in 2013 and is one of over 2,700 Multi Academy Trusts in England. Highlighted as a leading diocesan Trust and a model of good practice by the Department for Education in 2016, the trust is now home to nineteen academies spread across the Diocese of Coventry. This scale makes us one of the top 150 largest Multi Academy Trusts in the country.

Our vision, “together, pursuing life in all its fullness”, is based on John 10:10 and reflects the Church of England’s vision for education. You will see this come to life in all of our academies every day. We offer a vision of human flourishing for all, one that embraces excellence and academic rigour, but sets them in a wider framework. We offer opportunities for children to realise their God given potential and flourish.



Our strategy focuses on five core aims. Among these are the desire to offer an **excellent education** and to be an **employer of choice**. To work with us, you must aspire to be an outstanding colleague, be prepared to go the extra mile and be comfortable with high levels of accountability for the progress of over 4,000 children. You must be willing to share and learn. Above all else, you must like young people and aspire to make them outstanding citizens.

In return, we offer excellent working conditions, first class professional development for ambitious people, genuine career development and opportunities for growth. All of our teachers are offered membership of the Teachers Pensions Scheme and all support staff are offered membership of the Local Government Pension Scheme. In addition, there is a superb package of employment benefits, including access to the Cycle to Work Scheme, membership offers and retail discounts.

We are proud to tell people that an academy has never dropped an Ofsted grade under our management and our most recent SIAMS inspection resulted in an “excellent” judgement. But we are not standing still and you would be joining the trust at an important stage in our development. We are on the verge of another period of growth, we are reviewing our school improvement offer and our central support structure, and our pupil numbers continue to rise.

In short, we believe our Trust has a bright future and are looking for bright people to help us get there.

Thank you once more for your interest in The Diocese of Coventry Multi Academy Trust and in the position available. I hope that this introductory letter has given you a clear sense of our vision and I hope that this pack gives you a feel for what we need. We look forward to hearing from you and exploring your future with us through our selection process.

Michael Cowland, CEO

Our Diocese

Church schools in the Coventry Diocese, work in partnership with their local Church to worship God, make new disciples and transform communities, whilst delivering excellent education. The schools' team at the Diocesan Board of Education support and equip local partnerships between schools, governors, parishes and clergy by:

- 'Championing the role of the Church in Education;
- Protecting and developing the historic Church investment in education;
- Promoting the establishment of new Church schools;
- Enabling Flourishing for all in Church School communities;
- Facilitating creative and flexible partnerships between schools;
- Encouraging collaboration to ensure excellence and distinctiveness across the family of Church schools;
- Supporting the professional development of staff, governors, clergy and church workers;
- Support the process of Academy conversions;
- Providing pastoral support to school leaders and governors

April Gold, Diocesan Director of Education

'I believe that schools are at the heart of the Church's mission to the nation and play a very important role in the life of their own parishes and communities.

The Diocese is proud of its Church of England Schools which educate about 17,000 children and young people. The Head of Schools, staff and governors strive to promote the highest quality in everything they do, living and working in the values of Jesus Christ every day. Our schools are a significant part of the Church family of the Diocese. Seeking to build communities of care and understanding, they witness to God's love for each person and reflect God's desire for the world to be a better place for us all to live in.'

Bishop Christopher

The distinctiveness and effectiveness as a Church of England school are good

St Oswald's C of E Academy

The school has a welcoming Christian ethos shared in the statement 'Working together to promote the development of every child within a caring Christian environment.' Christian values in action and the strong family atmosphere address the holistic needs of children. Children recognise the Christian character of the school, commenting 'we follow the example of Jesus.' Everyone is seen as a unique individual with talents and needs that are identified and developed.

SIAMS Inspection May 2015. Grade: Good



Our Academies



St Laurence's CofE Primary School
Old Church Road
Coventry
CV6 7ED



St Oswald's CofE Academy
Addison Road
Rugby
CV22 7DJ



St Bartholomew's CofE Academy
Bredon Avenue, Coventry
CV3 2LP



St Michael's CofE Academy
Hazel Grove
Bedworth
CV12 9DA



Queens CofE Academy
Bentley Road
Nuneaton
CV11 5LR



Leamington Hastings CofE Academy, Birdingbury Road Hill,
Leamington Hastings, Rugby
CV23 8EA



Stretton CofE Academy
Stretton Avenue
Coventry
CV3 3AE



Leigh CofE Academy
Plants Hill Crescent
Tile Hill, Coventry
CV4 9RQ



St James CofE Academy
Barbridge Road
Bulkington, Bedworth
CV12 9PF



Salford Priors CofE Academy
School Road
Salford Priors, Evesham
WR11 8XD



Harris CofE Academy
Harris Drive
Overslade Lane, Rugby
CV22 6EA



All Saints CofE Academy LW
Warwick Road
Leek Wootton, Warwick
CV35 7QR



St Nicolas CofE Academy
Windemere Avenue
Nuneaton
CV11 6HJ



Burton Green CofE Academy
Hob Lane
Burton Green, Coventry
CV8 1QB



Studley St Mary's CofE Academy
New Road, Studley
B80 7ND



Long Itchington CofE Academy
Stockton Road
Long Itchington, Southam
CV47 9QP



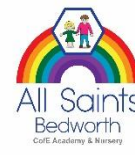
St John's CofE Academy
Winsford Avenue
Coventry
CV5 9HZ



Southam St James CofE Academy
Tollgate Road
Southam
CV47 1EE



Central MAT Office
The Diocese of Coventry Multi
Academy Trust
The Benn Education Centre
Craven Road
CV21 3JZ



All Saints Bedworth CofE Academy & Nursery
Off the Priors, Mitchell Road
Bedworth
CV12 9HP

Attendance & Welfare Officer

Job Description

KEY PURPOSE

To provide a complementary service to teachers and staff in the academy, addressing the needs of children and families who need help to overcome barriers to learning both inside and outside school in order to achieve their full potential and enable school to raise standards of achievement, improve attendance, raise standards of behaviour and work alongside multi-agencies to support with safeguarding.

ACCOUNTABILITIES

The appointee will be line managed by the Head of School or a senior leader where necessary.

PRINCIPLE RESPONSIBILITIES

Attendance

- To advise the school on strategies to promote the regular and punctual attendance of all pupils and assist with the implementation of the strategies.
- Meet with school staff, external agencies and parents/carers to identify individual barriers and possible solutions.
- To make unsupervised contact with families in response to allocated referrals or unexplained non-attendance i.e. home visits and/or meetings in school.
- To establish the reason for non-attendance, make assessments and agree a plan for facilitating a return to school using appropriate strategies within specified timescales.
- To initiate appropriate legal action with Warwickshire Attendance Service (WAS) to ensure the school is carrying out its statutory responsibility in respect of pupils. This will include preparing statements, attending and presenting evidence or request the issuing of penalty notice fines or other legal sanctions and completion of Early Help referrals.
- To liaise and work with the LA on attendance as well as other professionals in police, Social Services, Housing, Health and any other statutory and voluntary organisations.
- To support staff and senior leaders in advising the school on all matters relating to attendance and where necessary take the lead role in developing work processes to improve school attendance.
- To work on initiatives/reward systems which raise the awareness of school staff, parents and the community on the importance of school attendance and punctuality.

Safeguarding

- Liaise with school staff and agencies to identify pupils at risk of disaffection or lack of parental support
- Recommend and develop strategies within the school intended to improve the learning behaviours of particular pupils
- Respond to requests from staff for support with pupils displaying challenging behaviours
- Work with identified children during the school day on a 1:1 or small group basis providing interventions i.e. nurture support, mental health support
- Have knowledge and appreciation of the range of activities, courses, organisations and individuals that could be accessed and drawn upon to provide further support for pupils
- Jointly organise, implement, monitor and evaluate projects involving families and report to the head of school/executive headteacher on the impact of these
- Keep up to date records about particular incidents in compliance with the Data protection act whilst maintaining confidentiality at all times
- Develop positive home-school relationships, acting as a link between home and school
- Develop the role with parents and guardians, building good relationships with staff and children to devise, implement and evaluate individual support plans and small group projects
- Support the Designated Safeguarding Lead (DSL) as a Deputy DSL (DDSL) in ensuring the Child Protection and Safeguarding Policy is audited, reviewed and updated as and when required, and that procedures are implemented consistently across the Academy and in line with current legislation
- Support senior leaders with the dissemination of safeguarding policy, procedures and resources throughout the academy
- Assist the DSLs with managing referrals to external agencies e.g. school nurse, Early Help, children's social-care services and the police
- Be a central point of contact for key internal and external individuals and agencies
- Represent the organisation at external meetings related to safeguarding where necessary
- Ensure during pupil transition that safeguarding and welfare information is transferred and as appropriate, the relevant information is shared with staff within the guidelines of data protection

SUPPORTING THE WORK OF THE MULTI ACADEMY TRUST

As part of the Diocese of Coventry Multi Academy Trust, the Attendance and Welfare Officer will be expected to develop and maintain strong, positive relationships with colleagues in the Multi Academy Trust, within the family of Multi Academy Trust academies and the Diocesan family of schools.

STRENGTHENING THE COMMUNITY

Academies exist in a distinctive social context, which has a direct impact on what happens inside the school. Academy leadership should commit to engaging with the internal and external school community to secure equity and entitlement. All staff should collaborate with other schools in order to share expertise and bring positive benefits to their own and other academies. They should work collaboratively at both strategic and operational levels with parents and carers and across multiple agencies for the well-being of all children.

This will include:

- Building a school culture and curriculum which takes account of the Church Foundation and the richness and diversity of the school's communities.
- Creating and promoting positive strategies for challenging harassment of any kind.
- Ensuring learning experiences for pupils are linked into and integrated with the wider community, the local church and diocesan communities.
- Ensuring a range of community-based learning experiences, including building links with local churches and Coventry Diocese.
- Collaborating with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families
- Creating and maintaining an effective partnership with parents and carers, (including those who may be described as 'hard to reach', those with learning disabilities and those for whom English is an additional language), to support and improve pupils' achievement and personal development.
- Building bridges with the school's diverse communities, seeking opportunities to invite the whole range of parents and carers, community figures (including clergy and church representatives), businesses or other organisations into the school to enhance and enrich the school and its value to the wider community.
- Contributing to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
- Co-operating and working with relevant agencies to protect children.

SAFEGUARDING CHILDREN AND SAFER RECRUITMENT

Our Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake an enhanced criminal record check via the DBS. Further information about the Disclosure and Barring Service is available from the DBS website at: [Disclosure and Barring Service - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

The Trust will ensure that:

- The policies and procedures relating to safeguarding and safer recruitment are fully implemented and followed by all staff.
- Sufficient resources and time are allocated to enable the designated person and other staff to discharge their responsibilities in relation to safeguarding, including taking part in strategy discussions and other inter-agency meetings and contributing to the assessment of children.
- All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and that such concerns are addressed sensitively and effectively in a timely manner in accordance with agreed whistle blowing practices.

DATA PROTECTION

The post holder must meet the requirements of the General Data Protection Regulation Act 2018 at all times, especially concerning confidentiality, treatment of personal information and records management.

ADDITIONAL DETAILS

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Staff will be expected to comply with all Trust policies and procedures and any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. This job description will be reviewed annually and the Head of School reserves the right to alter the content of this job description, after consultation with the post-holder, to reflect changes to the job or services provided, without altering the general character or level of responsibility.

Person Specification

Personal Qualities, Qualifications and Experience		Measured By				
		Essential	Desirable	Application	Interview Process	References
1	NVQ Level 2/3 (or equivalent) in relevant field	✓		✓		
2	Minimum GCSE English and Maths at Grade A-C	✓		✓		
3	Designated Safeguarding Lead training/qualification		✓	✓		
4	Teaching, Counselling or equivalent qualification		✓	✓		
Professional Experience and Knowledge						
1	Experience of engaging and working with young people and families	✓		✓	✓	
2	Experience of working with external agencies	✓		✓	✓	
3	Knowledge and understanding of safeguarding requirements and good practice	✓		✓	✓	
4	Experience of supporting children with a range of educational and emotional needs in an inclusive environment	✓		✓	✓	
5	An understanding of Data Protection	✓		✓	✓	
Skills and abilities						
1	Able to be a supportive member of a team	✓		✓		
2	Excellent communication skills and enjoys working with children in a caring and sensitive manner	✓		✓	✓	
3	Able to remain calm under pressure, prioritise and organise workload to meet deadlines and seek appropriate solutions	✓		✓	✓	
4	Able to respond quickly and effectively to emergencies or disruptions	✓		✓		
5	Able to use IT effectively (Microsoft Office, Email, Internet, CPoms, SIMS, etc)	✓		✓		
6	Able to draft letters and compose replies and produce statistics and reports as required	✓		✓		
7	Able to recognise the importance of, and maintain security and confidentiality within current policies, procedures and guidelines	✓		✓	✓	
8	Able and willing to undertake staff training and development courses	✓		✓		
9	Able to use own initiative and be a positive role model to others	✓		✓		
Personal Qualities						
1	Has high expectations and personal integrity with the ability to promote and sustain the values, culture and Christian ethos of the school	✓		✓	✓	
2	Is articulate and approachable with excellent interpersonal communication skills both verbally and in writing	✓		✓	✓	