



Job Description

JOB TITLE	Attendance Improvement Coordinator
JOB FAMILY	Pastoral
PHASE	Secondary
SALARY	Pay Group 4 (£28,958 – 33,413 FTE)
HOURS	37 hours per week
REPORTING TO	Headteacher, Safeguarding, Attendance & Wellbeing Lead

Job Purpose

To promote excellent attendance and punctuality and reduce absence levels.

Duties and Responsibilities

- To work with school and Trust staff, the Attendance Advisory Service and parent/carers to improve and maintain attendance and punctuality.
- To ensure attendance registers are completed accurately.
- Liaise with parents/carers regarding attendance and punctuality matters.
- Arrange and conduct meetings as appropriate.
- Attend school assemblies to promote and celebrate regular attendance.
- To print official registers daily for use in the event of a fire.
- To produce and interpret information relating to attendance patterns.
- To monitor the attendance of vulnerable groups.
- Meet with the Attendance Advisory Practitioner and complete referrals as necessary.
- Undertake home visits as required.
- Refer Children Missing Education in line with statutory guidance.
- Complete and return Persistent Absence data to the Local Authority.
- Provide administrative support and cover within the school office as deemed necessary.
- Maintain general administrative filing and paper and computer-based records to ensure data can be extracted easily when required.
- Act as a point of contact within the school, filtering enquiries as appropriate and taking and passing on messages to appropriate staff.



- Administer first aid and take responsibility for the welfare needs of pupils when necessary.

Working with colleagues and other relevant professionals

- To work with colleagues to achieve school objectives and targets
- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

Whole-school organisation, strategy and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school

Professional development

- Help keep their own knowledge and understanding relevant and up-to-date by reflecting on their own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school
- Take part in the school's appraisal procedures

Personal and professional conduct

- Uphold public trust in the education 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

Other Areas of Responsibility at Plympton Academy

- To be responsible for organising a daily check on children's attendance, ensuring that information is accurate and that statutory marks are entered.
- To initiate and carry out period post-registration attendance checks.



- To provide regular updates for staff, e.g., HT, DHT, Heads of Year, Tutors on student attendance with targets and strategies for improvement, encouraging constructive working relationships.
- To be efficient in the use of relevant equipment and IT software and oversee the training of staff in attendance and registration issues.
- To liaise with Arbor to seek advice/solve problems as they occur.
- To ensure the Network Manager is aware of current updates/advice from Arbor.
- To participate in the development of school reward systems in relation to attendance.
- To ensure that school registration systems are developed and correctly administered.
- To report on the quality of the registers.
- To produce and interpret statistical data relating to attendance patterns of groups within the school following up directly with staff when registers are missing.
- To be the first contact of all attendance issues in school, including Sixth Form attendance when required.
- To become First Aid qualified and to administer First Aid as required.
- To assist in the supervision, training and development of staff.
- Any other duties commensurate with the duties/responsibilities/grade of the post.
- All staff in school will be expected to accept reasonable flexibility in working arrangements and the allocation of duties including those normally allocated at a lower level, in pursuance of raising pupil achievement and effective team working.

Generic Duties relevant to all members of Staff

The Trust

The ethos of our Trust is “Transforming Life Chances”. All staff are expected to be committed to this aim in everything they do.

It is expected that all staff work collaboratively as members of the Trust to share good practice, resources and ideas and realise the Trust’s visions and aims. All staff should act with professional integrity at all times, following the “Code of Conduct”.



You will be based at Plympton Academy. However, you may be asked to work at any of the other academies within the Trust or partner schools and you should expect to travel between sites as required.

Teaching and Learning

This is our core business and therefore it is an absolute priority. You are expected to support all teaching staff, irrespective of seniority, to ensure they concentrate on the core business. This may mean undertaking tasks outside of your area of responsibility where required.

ICT

It is expected that all teaching and support staff follow the ICT Vision of the Trust. All staff will be expected to utilise ICT and to improve communication and reduce paper use. Security procedures must be followed when using ICT systems. All staff are expected to follow (and ensure students follow) the procedures as laid out in the Trust's Acceptable Use Policy. Staff are also expected to ensure that they follow Trust policies with regard to professional conduct when using ICT systems or Trust ICT equipment.

Health and Safety

Employees are required to work in compliance with the Academy's Health & Safety Policies and under the Health and Safety At Work Act 1974 (as amended), ensuring the safety of all parties they come into contact with, such as members of the public, in premises or sites controlled by the Trust.

In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work through safe and health environments, including information, training and supervision necessary to accomplish those goals.

Safeguarding

The Thinking Schools Academy Trust is committed to safeguarding and promoting the welfare of children and young people and all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. All staff are to have due regard for safeguarding and promoting the



welfare of children and young people and to follow the child protection procedures adopted by the Thinking Schools Academy Trust. Any safeguarding or child protection issues must be acted upon immediately by informing the Designated Safeguarding Lead.

Equal Opportunities

To actively promote the Trust's Equal Opportunities Policy and observe the standard of conduct which prevents discrimination taking place, maintaining awareness of and commitment to Equal Opportunity Policies in relation to both employment and professional relationships.

Data Protection

Ensure confidentiality of personal data at all times by sharing, processing, obtaining and advising on data in line with Trust Data Protection policies and procedures. Having due regard for the high level of personal and special category data processed within your role.

The Thinking Schools Academy Trust takes the responsibility of protecting and securing the data of Pupils, Staff, Parents and all associated individuals very seriously. The Trust requires all staff to complete data protection training and to adhere to its Data protection policies and procedures. All staff must ensure that if they suspect a data breach, they must inform the Trust Data Protection officer immediately.

This job description forms part of the contract of employment of the person appointed to the post. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time at the discretion of the Trust. This job description will be reviewed annually and is an integral part of the Appraisal and line management process.

The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

I understand and agree to the job description of an Attendance Improvement Coordinator.



THINKING SCHOOLS
ACADEMY TRUST

Name:.....

Signed:

Date: