



# Community Engagement Officer & Family Support Officer

## Application Pack



Welcome to INOVA Multi-Academy Trust and thank you for your interest in joining our organisation. I am the Chief Executive Officer, and I feel incredibly proud to lead such a wonderfully diverse group of schools, that have people at their heart.

At INOVA Multi-Academy Trust, our vision is clear and unapologetically ambitious: Transforming lives through the power of learning. We are a values-led Trust, committed to Innovation, Collaboration, and Excellence. These principles guide everything we do – from the way we educate and support our learners, to how we develop our staff and engage with our communities.

Each of our schools is unique, shaped by its local context, and we are proud to celebrate that diversity. But what unites us is a shared commitment to equity, high standards, and the belief that every child – regardless of background, need, or starting point – deserves a brilliant education and the opportunity to succeed.

At the heart of INOVA Multi-Academy Trust is a people-centred culture. We believe that when we invest in people, we invest in futures. That's why we have created a Trust model that is agile, responsive, and grounded in trust – one that removes unnecessary noise from schools and enables Headteachers and staff to focus on what really matters: the young people we serve.

Our central teams provide high-quality support and challenge, reducing workload and unlocking capacity at school level. From curriculum development and inclusion, to safeguarding, wellbeing, and digital transformation, we direct more resources where they matter most – into classrooms, into staff development, and into building futures full of possibility.

We also believe in doing things differently – whether that's through our Institute of Talent, our evidence-led school improvement strategy, or our collaborative leadership networks. We don't just strive for compliance – we strive for brilliance.

As CEO, I have the privilege of working alongside a deeply committed team of leaders, educators, governors, and support staff – all of whom share a common purpose: to unlock potential and create opportunity.

As a prospective staff member, or simply interested in our work, I invite you to explore our Trust and connect with our journey. Together, we are building futures worth believing in.

Thank you again for your interest in joining us and the best of luck with your application.

**Lee Barber**  
CEO



# About INOVA Multi-Academy Trust

Since forming in 2011 we have grown to 9 schools - 5 primary and 4 secondary - providing learning to over 7,500 learners from ages 2 - 18.

Collaboration is systematic to our Trust. We give our leaders license to operate and empower them to do the right thing for our organisation.

## **Our Vision:**

Transforming lives through the power of learning.

## **Our Mission:**

To equip young people with the knowledge, skills and character to thrive in a rapidly changing world. From nursery to destination, our pathways will embed a culture of innovation, collaboration and excellence delivered through high quality, inclusive and enjoyable educational experiences.

## **Our Values:**

Innovation : Collaboration : Excellence



## **Our Values**

### **Innovation**

- We embrace forward thinking solutions
- We experiment, learning from our success and failures
- We champion the use of cutting-edge resources
- We are agile in our approach.



### **Collaboration**

- We ensure a safe and transparent culture
- We are proactively involved in our communities
- We apply resilience and adaptability
- We promote teamwork and inclusivity.



### **Excellence**

- We have high standards and expectations
- We continually evaluate, seeking improvement
- We insist on equity for all
- We foster a culture of ownership and responsibility.



# Our Offer

Each of our schools has its own distinctive character, reflecting the local community it serves. Children joining us have a broad range of abilities and social backgrounds. We recognise and celebrate different aptitudes and interests and believe that everyone can develop through dedication and hard work, leaving our schools fully prepared for successful lives.

## **Primary Education**

Each of our primary schools are Ofsted graded 'Good' giving our children an excellent start to their education and preparing them fully for their secondary transition.

## **Secondary Education**

Our secondary schools work in close collaboration to further develop our curriculum and outcomes. Our sixth form provision is Ofsted graded 'Good' or 'Outstanding.'

## **Central Services**

Our support staff are highly valued, and we offer a range of central services to our schools to enable them to concentrate on outstanding teaching, high quality learning and effective support for individual needs. Services include:

- Catering
- Communications and Marketing
- Facilities and Estates
- Finance
- Governance
- HR
- IT
- School Improvement

# The Role

Community Engagement Officer & Family Support Officer  
Grade 6 - £33143 to £37280 pro-rata

Required - ASAP

Forge Valley School is an 11-18 Academy sponsored by INOVA Multi-Academy Trust. Our school ethos is founded on the principal that ambition and endeavour are key components in achieving success. Currently serving over 1500 pupils, our new, purpose-built learning environment has excellent facilities to help us deliver our curriculum.

We are seeking to appoint a Community Engagement and Family Support Officer to work within our dedicated Attendance / Pastoral Team. The postholder will support pupils and parents to help improve levels of attendance, in particular pupils from disadvantaged backgrounds. The successful candidate will be required to develop an understanding of the reasons behind poor attendance; implementing strategies to improve attitudes towards the school.

The postholder will work closely with the schools Attendance & Behaviour Manager, assisting in the completion of MAST /CYT referrals and FCAF documents.

The successful applicant must have the emotional intelligence required to build effective and positive relationships with both pupils and parents. We are looking for a good communicator who will be totally committed to the welfare of our pupils.

Salary Range	Grade 6 - £33143 to £37280 pro-rata
Hours of Work	37 hours per week for 41 weeks per year
Responsible To	Assistant Headteacher / Attendance & Behavior Manager
Responsible For	N/A
Benefits	<ul style="list-style-type: none"><li>• SYPA Scheme</li><li>• Salary Sacrifice Car Scheme</li><li>• Cycle to Work Scheme</li><li>• Discounted membership for Westfield Health</li><li>• Occupational Health</li><li>• Wellbeing Programme</li><li>• Continuous CPD and Training</li><li>• access to an on-site gym which is free to staff members</li><li>• a modern, £27 million, state of the art working environment</li></ul>

# The Person

The successful candidate will demonstrate the following:

Skills and Knowledge	<ul style="list-style-type: none"><li>• To demonstrate an up-to-date knowledge of and an understanding of the factors resulting in pupils not attending school regularly</li><li>• To demonstrate resilience with families and pupils and to ensure that the relationship between home and school is excellent, particularly for disadvantaged pupils/families</li><li>• Experience of school attendance and/or pastoral support</li><li>• Experience of working with outside agencies</li><li>• Proven track record of organisational ability</li><li>• Methodical, well organised and able to prioritise and work to deadlines</li><li>• Good interpersonal skills – confident communicator, able to engage constructively with young people from a variety of backgrounds</li><li>• Self-motivated and able to work using own initiative</li></ul>
Qualifications and Experience	<ul style="list-style-type: none"><li>• Experience of working with children and young people</li><li>• Experience of working with Microsoft Office</li><li>• Good all-round education</li><li>• Good literacy/numeracy skills</li><li>• Experience of working as part of a team</li></ul>
Work Related Circumstances (including working conditions)	<ul style="list-style-type: none"><li>• Understanding of and commitment to the promotion of health and safety in the workplace</li><li>• INOVA MAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment</li></ul>

Fluency Duty: The ability to converse at ease with members of the public and pupils, and provide advice in spoken English, is essential for this post.

# How to Apply

Applications for this role are via TES portal and the school website.

The closing date for applications is 20 February 2026. Interviews TBC.

## Safeguarding

INOVA Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All candidates will be subject to the following employment checks:

### Shortlisted Candidates:

- References will be requested before interview
- A Criminal Convictions Disclosure Form will be requested at interview
- Evidence of right to work in the UK will be requested at interview
- Qualification certificates will be requested at interview
- Disclosures concerning child protection investigations, relationships with pupils, employees, governors or trustees, prohibition orders and section 128 directions (where applicable) will be requested at interview
- We may conduct online searches for shortlisted candidates prior to making our final decision. If any information obtained from the online searches raises concerns around someone's suitability for the role, or to working with children, then this may be raised with the candidate at interview and/or we may take advice from the local authority children's service.

### Successful Candidates:

- Successful candidates will be required to undertake a DBS Enhanced Disclosure (with barred list) check
- Successful candidates will be required to complete a Childcare Disqualification under the Childcare Act 2006 Declaration (for applicable posts)
- Pre-employment medical screening.

**Please Note:** Canvassing of any employee, Trustee or member of the Local Governing Board, directly or indirectly, and your application will be disqualified.

**Policies:** Our approach to safeguarding and school safeguarding policies can be found on the Trust website:

<https://www.taptontrust.org.uk/page/?title=Safeguarding&pid=69>

## Equality and Diversity

We are committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair and that applicants are not discriminated against on the grounds of race, nationality, gender religion, age, disability, marital status or sexual orientation.

## Data Protection

As part of the recruitment process, we need to collect your personal data. For more information about what we do with your personal data, please see our Recruitment Privacy Notice on the [policies](#) page of our website.



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