



# Education Welfare Officer Candidate Pack

2023



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# About us



"We pride ourselves on being at the heart of the local community"

Montsaye Academy is located in the historic Northamptonshire market town of Rothwell, easily reached from Leicestershire, Northamptonshire, Warwickshire and Bedfordshire. Northamptonshire is a popular place to live and one of the greenest counties in England with over 161 parks covering 1600 acres. Montsaye Academy is a vibrant and active community where learning and achievement, in their widest sense, are viewed as the core purpose of our work. It is also a caring and supportive environment in which children can become adults, unafraid to make mistakes, flexible enough to overcome obstacles and ambitious enough to be extraordinary not average.

The school is a member of Pathfinder School's Multi-Academy Trust and collaborates closely with the Trust Central Team, and its nine other Schools. The academy has developed very effective partnerships with other local secondary schools, which enhances our curriculum and supports our practice.

We are fortunate to support the learning of over 1000 students between the ages of 11-18, including a vibrant Sixth Form. Our students join us from Rothwell and a number of neighbouring villages and towns. We employ close to 200 staff, including 70 teachers and leaders and 130 support staff, who enable our academy and students to thrive.

Our on-site facilities include:

- A Community Sports Centre with a Sports hall, Swimming Pool, Fitness Suite, Dance Studio, a full-size 3rd Generation Rubber Crumb all weather surface, grass football pitches and Multi-use Games areas.
- Staff room and Faculty bases
- State-of-the-art Science laboratories
- Dedicated Sixth-Form area
- Recently refurbished restaurant and café

# Our Values Excellence, Resilience Aspiration



As an educator of young people, what we do speaks volumes. How we do it resonates even more loudly. Our values of Excellence, Resilience and Aspiration underpin everything we do and have become common language throughout the academy.

**Excellence** - Montsaye Academy celebrates excellence in everything we do and achieve. Our curriculum is designed to ensure our lessons are both varied and challenging with enquiry, thinking, questioning and independence developed every day. Our students are encouraged to show their best behaviours in every interaction they have with school staff, visitors and their peers. Our school routines have been developed to support students to maintain their readiness to learn in every lesson, every day.

**Resilience** - Our young people live in a complex and ever-changing world, to enable them to thrive at Montsaye Academy they are offered opportunities and new and yet to be defined challenge. Resilience is about persevering through setbacks, and risking mistakes to reach our goals. At Montsaye Academy, we want everyone to have the tenacity to overcome barriers and exceed expectations. We are passionate about our culture of determination and courage, where we equip our students with the skills, they need to be responsible, confident, and well-rounded citizens.

**Aspiration** - Wherever our students start, and wherever they want to go, our mission is to support them to become the best version of themselves. We achieve this by providing support, guidance, and challenge throughout their secondary journey. All students take part in careers related activities whether that be in subject focused sessions, work experience, university admissions tutors or apprenticeship providers. Our staff continually invest in guiding students to explore their options and be ambitious, plan for journey A and journey B, and ultimately support, encourage and guide them towards a bright future.

# Career Development

## 'Montsaye Academy nurtures aspiring leaders'

We are a research engaged school and our teaching and learning strategies are driven by the evidence of what works. Our aim is to re-intellectualise teaching and to give all our teachers the opportunity to engage in research and development to improve their teaching practice.

We are committed to developing our staff and invest heavily in our well developed CPD programme, as well as giving our staff the freedom to focus on highly effective learning.

We also provide our staff with access to accredited qualifications and training.

### Apprenticeships

Both our support staff and teaching staff have access to apprenticeships unique to their area of work.

### Early Career Framework

We are proud to be a member of Pathfinder Schools who in partnership with the Best Practice Network (BPN) will be delivering the new Early Career Framework. Our Early Career Teachers will benefit from our specialist skills in the new framework.



### National Professional Qualifications (NPQ'S)

Pathfinder Schools is an official NPQ delivery partner who in collaboration with the Outstanding Leaders Partnership (OLP) are delivering the National Professional Qualifications (NPQ) training programmes to schools. The qualifications draw from the very latest evidence and research into pedagogy, behaviour, curriculum and more.



# What our staff say...



**“There’s a family atmosphere amongst staff”**

**“Shared resources allow flexibility, and we are constantly evolving to further improve”**

**“Excellent team spirit”**

**“There’s a staff buzz; they rally the troops and get on board to have some fun”**

**“Montsaye staff really care about the students”**

# Staff Wellbeing



“

**‘Team Montsaye:  
staff look out for  
each other.’**

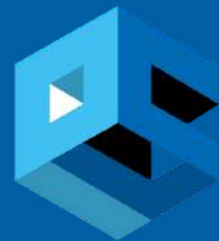
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Montsaye Academy is heavily invested in staff wellbeing and is proud to offer access to the following;

- A dedicated wellbeing hub
- A weekly focus on wellbeing with regular wellbeing-focused activities
- Cake Wednesdays, where staff have the opportunity to bring in their bakes and catch up with colleagues
- A reduced membership rate for our on-site Sports Centre, which boasts a pool and modern gym where staff can swim for free
- Access to 24/7 telephone counselling service for staff and their immediate family via Zurich
- Access to a health and wellbeing cash plan via Westfield Health
- Access to trained staff Mental Health First Aiders, and part of the Pathfinder Schools Wellbeing Committee
- Access to an exceptional Occupational Health advice
- Support to create Wellness Action Plans
- An employer who is committed to empowering our colleagues to achieve and maintain life-work balance



# Being part of Pathfinder Schools

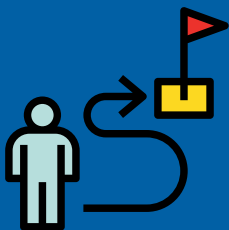


Pathfinder Schools is a cross-phase, multi-academy Trust of 10 schools in the north of Northamptonshire. Our Trust includes both church and community academies and we work closely together, connected by the vision we share for our pupils. Each school has its own unique character but we are unified by our unshakeable belief in the power of education to change lives. We believe that staff and pupils can flourish when they are happy and well-supported. We are inspired by the challenge of providing children with a rich tapestry of experiences that allow them to explore the world and their place in it.

We are passionate about our values of **Aspiration, Responsibility and Courage**, we believe that when people feel respected and included they can be more creative, innovative, and successful.

**One Trust, transforming lives and communities, inspiring greatness**

## Our purpose



Our Trust is a growing family of schools, built on a commitment to the development of the children and young people in the communities we serve.

We exist to deliver the very best educational outcomes for every learner.

Based upon a foundation of independence, we empower young people to broaden their horizons and open their minds to new opportunities.

## Our vision



Together we want to develop inspirational schools which instil Aspiration, Responsibility and Courage in every learner, enabling them to find the greatness within them.

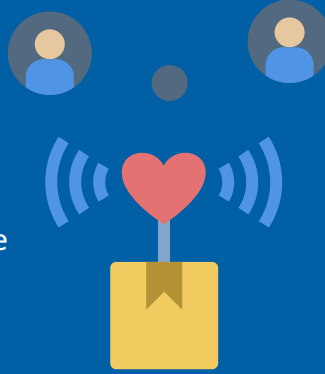






## Our strategic objectives

- Every school a great school
- Every school an inspiring place to work and learn
- Every school a school of choice in the community
- Every school expertly supported by a strong central team



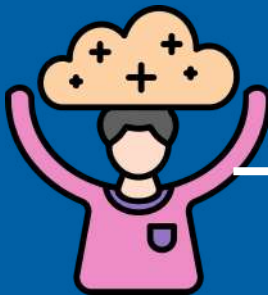
## Our Values

Our values stand at the very core of everything. They are the centre from which all we do and say radiates, guiding the way that we work together.

## Our Values

### Aspiration

#### We aim high



Everyday we aim to be the best we can be. We are all striving to reach our own personal greatness. We recognise that we do not all start from the same place and we work to enable all to overcome barriers and achieve their full potential.

### Responsibility

#### We play our part



We believe that we are all responsible for making Pathfinder Schools an inspiring place to work and learn. We hold ourselves accountable for our own actions, admit when we have failed against our own standards, feel comfortable asking for support and always strive to be our best selves.



### Courage – We are brave

We are a Trust that faces challenges directly, we are honest about the decisions we make and the reasons for them. We support each other through difficult times in our learning and in our lives. We have the strength to persevere in the face of difficulty, uncertainty and challenge.

# Education Welfare Officer (EWO)



# Advert

We are seeking to appoint an Education Welfare Officer (EWO) to join our Academy support staff team. The EWO will be responsible for school attendance, managing the family support service and working effectively with other agencies to improve outcomes for pupils.

The appointed candidate will:

- have at least 2 years recent experience of working in a school environment supporting young people and their parents a
- an understanding of the needs of children and young people and the challenges they face
- an understanding impact of poor behaviour and attendance
- Knowledge of the education system and the role of an Education Welfare Officer (EWO)

If you think you can contribute to our organisation, we welcome your application.

If you would like to arrange a tour of the school or to speak with a member of the team to learn more about our Academy and the role, please email the academy Interim Business Manager Claire Allsopp who will assist you further [callsopp@montsaye.pfschools.org.uk](mailto:callsopp@montsaye.pfschools.org.uk)

Montsaye Safeguarding Policies and Procedures are available on their website, which can be accessed on the following web address:

<https://www.montsaye.northants.sch.uk/about-us/policies-and-funding/>

Being part of Pathfinder Schools offers a fantastic opportunity to develop yourself, as a Trust we actively encourage collaboration and the sharing of good practice; we believe that by developing a love of learning and having the highest expectations, all members of the Pathfinder Schools community can achieve and inspire greatness.

Pathfinder Schools are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. DBS, Reference, Identity, Criminal Record and Medical Checks are mandatory for all posts within Pathfinder Schools.

Pathfinder Schools is passionate about its values of Aspiration, Responsibility and Courage. We believe that when people feel respected and included they can be more creative, innovative, and successful. We are committed to an inclusive workforce that represents many different cultures, backgrounds and viewpoints. Our employee lifecycle processes are designed to prevent discrimination against our colleagues, regardless of gender identity or expression, sexual orientation, religion or belief, pregnancy and maternity, marital status, ethnicity, age, disability status, or any other aspect which makes them unique. While we have more work to do to advance diversity and inclusion, we're committed to moving our Trust and the education sector forward.

## Contract type

- Permanent
- Part-time
- 37hrs per week, 40 weeks per year

## Salary

- Competitive

Closing date 4th October 16:00

## Interviews

- TBC

## Start Date

- November 2023

## How to apply

To apply, please complete a Pathfinder Schools application form, which can be downloaded from the vacancies page of the website

[www.pathfinderschools.org.uk/join-us/vacancies](http://www.pathfinderschools.org.uk/join-us/vacancies)

Completed application forms should be accompanied by a letter of application and should be sent to [recruitment@pfschools.org.uk](mailto:recruitment@pfschools.org.uk)



We occasionally close vacancies early in the event that we receive a high volume of applications. Interviews may begin soon after receipt of applications for shortlisted candidates, therefore we recommend that you apply early.

## Online searches

As part of our rigorous Safer Recruitment process, Pathfinder Schools has adopted the practice of online searches including Social Media for external shortlisted candidates. The purpose of the search is to enable us to fulfil our duty under Keeping Children Safe in Education and is part of our due diligence to identify any incidents or issues that have happened, and are publicly available online, which we may need to discuss with you during interview.

Therefore, if you are shortlisted for a role, an appropriate online search will be undertaken on your name(s). Consent to an online search is included in the Pathfinder Schools application form. Searches are based on publicly available information, therefore where your profiles are private or are locked, no further search will be required on these pages. Any information given will be treated as confidential and will only be used in relation to the post for which you have applied.



# Education Welfare Officer EWO

## Job Description

### **Working Time:**

Part time Permanent-37 hours per week, 52 weeks per year

### **Salary-Competitive**

Purpose of role-Responsible for school attendance and managing the family support service and work effectively with other agencies to improve outcomes for pupils.

### **Responsibilities:**

- 1.Responsible for assuring school attendance and devising strategies and action plans for pupils whose attendance is falling.
- 2.Analyse attendance information and data to identify and work with pupils who have poor attendance or are at risk of developing poor attendance.
- 3.Follow up lack of response to first day contact and other contacts by home visiting or meeting parent/carers in school, following up any welfare concerns through the appropriate routes.
- 4.Support, challenge, motivate and provide information to parents/carers to increase their capacity for parenting.
- 5.Manage the delivery of the family support and pupil wellbeing service in line with the school plan and budget.
- 6.Work in partnership with external agencies to support attendance and wellbeing initiatives, campaigns, and parental responsibility measures.
- 7.Support the identification of alternative provision for pupils with persistent absence.
- 8.Advise on effective family support for school staff and families and disseminate good practice.
- 9.Prepare reports on attendance and wellbeing for the senior leadership team and governing body; ensure maintenance of accurate and factual records in a confidential manner.
- 10.Develop links with pupils who are transferring into the school to promote the school ethos of regular attendance.

### **Individuals in this role may also:**

1. Manage caseloads and maintain casework documentation
2. Line manage a team of support staff.
3. Establish and manage Service Level Agreements with service providers.
4. Develop and deliver a programme of family-related activities to meet the needs of the school community.
5. Support the team to ensure timely input of day to day attendance data

Support the senior management team in the production and implementation of whole school plans, initiatives and strategies to improve pupil behaviour, manage a caseload of pupils in improving their behaviour and learning and support the re-integration of pupils back to school to help prevent future exclusions.

### **Assessment & reporting**

Standard of work will be assessed by the Line Manager and as such the Education Welfare Officer will be observed and monitored both formally, through the Trust's Performance Development procedures and informally through daily discussions.



## **Student Care Role**

- The Education Welfare Officer will follow the Trust's procedures for student contact & welfare.
- All issues arising from direct or indirect contact are to be taken to the appropriate Academy's Child Protection Officer.

## **Training and Development**

- Training and development will be given to ensure that the Education Welfare Officer is able to carry out their job and will play a full and active part in the performance of the Trust.

## **The Education Welfare Officer will:**

- seek to respond to work-related matters within the same working day wherever possible
- represent the Trust in a range of situations including communicating and co-operating with persons or bodies outside the school environment

## **Discipline, health and safety**

All staff share an obligation to maintain good order and discipline among the students and safeguard their health and safety both when they are authorised to be on Academy premises and when they are engaged in authorised Trust activities elsewhere.

## **Appraisal**

The Education Welfare Officer will benefit from an appraisal system modelled on best practice in performance management. They will participate in arrangements for the appraisal of their own performance.

## **Role Review**

This job description sets out the main duties of the post at the time of drafting. It cannot be read as an exhaustive list. It may be altered at any time in consultation with the post holder subject to the Principal/CEO's approval.

# Person Specification

## Education Welfare Officer (EWO)



	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> <li>English and Mathematics GCSE or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Degree or other higher education</li> <li>equivalent</li> </ul>
Experience	<ul style="list-style-type: none"> <li>At least 2 years recent experience of working in a</li> <li>school environment supporting young people and their parents</li> <li>Experience of working with students, families and external agencies</li> <li>Experience of monitoring, evaluating and supporting attendance strategies</li> <li>Evidence of making a positive impact on students and their families</li> <li>Evidence of supporting vulnerable students</li> <li>Experience of initiating and managing change and achieving success</li> </ul>	<ul style="list-style-type: none"> <li>Recent experience as an EWO</li> </ul>
Knowledge & understanding	<ul style="list-style-type: none"> <li>Understanding of the needs of children and young people and the challenges they face</li> <li>Understanding impact of poor behaviour and attendance</li> <li>Knowledge of the education system and the role of an Education Welfare Officer (EWO)</li> <li>Knowledge and understanding of safeguarding policies and guidelines</li> <li>Awareness of the reasons for non-school attendance and current thinking about how to address these</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of Sims/Go 4 schools</li> </ul>
Skills & attributes	<ul style="list-style-type: none"> <li>Ability to establish good working relationships with students, families and external agencies</li> <li>Ability to work on own initiative</li> <li>Excellent communication skills</li> <li>Ability to generate ideas and implement strategies</li> </ul>	<ul style="list-style-type: none"> <li>Ability to generate ideas and implement strategies</li> </ul>



# Person Specification

## Education Welfare Officer (EWO)



	Essential	Desirable
<b>Personal qualities</b>	<ul style="list-style-type: none"><li>• Highly motivated and self-reliant</li><li>• Enthusiastic and committed</li><li>• A passion for improving outcomes for students</li><li>• Open-mindedness</li><li>• A forward-thinking approach</li><li>• Excellent interpersonal skills</li><li>• Ability to be reflective and self-critical</li><li>• Display calmness under pressure; but remain focussed</li><li>• Willingness to support colleagues</li></ul>	

Full clean driving license and ability to provide own transport is essential (to cover surrounding areas)

# Contact us



**1** Visit us **Montsaye Academy**  
**Greening Road**  
**Rothwell**  
**Kettering**  
**Northamptonshire**  
**NN14 6BB**

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**2** Call us **Tel: 01536 418844**

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**3** Email us **Academy Interim Business Manager**  
**[callsopp@montsaye.pfschools.org.uk](mailto:callsopp@montsaye.pfschools.org.uk)**  
**[recruitment@pfschools.org.uk](mailto:recruitment@pfschools.org.uk)**

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**4** Follow us **@Montsaye**



**5** Visit our website **[www.montsaye.northants.sch.uk](http://www.montsaye.northants.sch.uk)**

