

Pathfinder

Multi Academy Trust

Providing an excellent education from age 2 to 19

Senior Attendance Officer

Archbishop Holgate's School

Required from: September 2026

Closing date: Wednesday 12 August 2026 at 8.00am

Interview date: W/C 17 August 2026



Archbishop Holgate's School

A Church of England Academy Founded 1546

We are looking for an enthusiastic and committed colleague to work with our Deputy Headteacher (Inclusion) to lead the school's Attendance Team to ensure the school meets statutory obligations regarding school attendance and drive attendance improvements.

We believe that Archbishop Holgate's is 'no ordinary school' and is an excellent place to work, a view confirmed by Ofsted in our recent inspection, "Staff are incredibly proud to work here." Our staff are friendly and supportive and our students are polite, hardworking and keen to succeed.

As such this post represents an exciting opportunity to join a very successful, high-achieving, forward looking and fully-subscribed Church of England comprehensive, a school judged Outstanding in all areas by both Ofsted and SIAMS.

Successful candidates will be fully supported to develop in the role, benefiting from bespoke CPD opportunities both at Archbishop's and as part of the Pathfinder Teaching School Hub.

In addition, colleagues will benefit from being part of the Pathfinder Trust Career Pathway and through working with colleagues across other Trust schools to develop skills and share innovative teaching and learning experiences.

Salary Grade

Grade 7 (£32,536 - £34,840), Full time, full year.
Grade 8 (£35,433) would be considered dependent on previous experience.

Reports to

Deputy Headteacher for Inclusion

How to apply

Completed application forms should be posted or emailed to: jsissons@ahs.pmat.academy.

Archbishop Holgate's School
Hull Road, York
YO10 5ZA

T: 01904 411341

W: www.archbishopholgates.academy

We reserve the right to close this vacancy early if we receive sufficient applications for the role.

For an informal discussion about this role, please contact Hannah Flavell, Director of Operations on hflavell@ahs.pmat.academy



Pathfinder

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About our School



Archbishop Holgate's School

A Church of England Academy Founded 1546

*"I have come that they may have
live, and have it to the full."*

- John 10:10

Archbishop Holgate's is a flourishing school signified by outstanding examination results, high-quality teaching and learning, and an inspiring curriculum, which are complemented by sporting and musical achievements and a wide, varied programme of extra-curricular opportunities. We are a school committed to ensuring that our students develop in all ways and at the heart of all we do is a commitment to 'Values, Care and Achievement':

***Christian values that
underpin all we do***

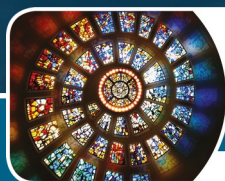
***Outstanding pastoral care that
sees each student as an individual***

***Maximum achievement for
all students, at all levels***



Archbishop Holgate's celebrated some of its strongest GCSE and post-16 results in 2025 ranking it as the highest performing comprehensive school in North Yorkshire.





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About our School



Values, Care, Achievement

We have excellent students and a talented staff, colleagues who are committed to ensuring that the young people in our care achieve and succeed. Collectively, as a school community, we seek to nurture aspiration and promote excellence. We enrich our students in many different ways and when they leave Archbishop Holgate's they do so as well-rounded young people with the skills, qualities and relevant qualifications to help them shape their own futures and benefit the communities they belong to.

In 2026, the school was delighted to have achieved excellent SIAMS and Ofsted outcomes, building on its previous outstanding judgements over the last two decades.

At Key Stage 5, the Sixth Form has consistently performed in the top 5% of all Post 16 providers. The school also consistently performs significantly above the national averages for all groups of students at Key Stage 4. Over the past five years, the Progress 8 score has averaged almost +0.5 and over the same period disadvantaged students have, on average, performed as well as all students nationally.

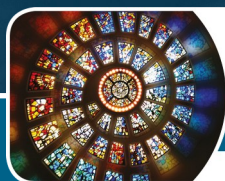
Archbishop Holgate's regularly features within the top ten state schools in the north in the annual Sunday Times Parent Power Schools Guide.

"The Christian vision drives leaders' actions creating an aspirational and deeply inclusive culture. Through this, students and adults are known, loved and cherished as the unique individual they are. Consequently, they flourish."

SIAMS 2026

"The school values of 'justice, compassion, forgiveness and trust' are lived out by staff and pupils on a daily basis. Pupils and students achieve extremely well at the school. They are fully prepared for their next steps, both post-16 and post-18."

Ofsted 2026



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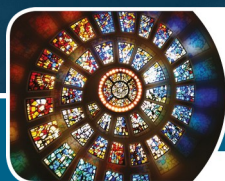
Job Description

Main Purpose

- Maintain accurate manual and electronic records on behalf of the school and produce precise and exact data which can establish forward thinking and planning to raise attendance.
- Identify and implement intervention strategies to address and continually improve attendance and punctuality for targeted student groups.
- Manage and lead the attendance team who will focus on effective work with students and families.
- Work with the school Deputy Head (Inclusion), the SENDCo, Pastoral Team and teaching staff and the relevant LA advisers, to contribute to the review and development of school attendance strategy to include implementing policies and processes relating to attendance management, ensuring adherence to DfE guidelines and consideration of the success of the school's existing policies and processes.

Main Responsibilities and Duties

- Support the school's dynamic vision for outstanding attendance.
- Line managing a group of attendance officers.
- Working closely with DSL to quality assure attendance procedures and follow the national guidance in "Working Together to Keep Children Safe in Education".
- Monitor accurate student attendance and lateness records on a daily basis.
- Follow up on student absences and lateness by telephone or other means, on a daily basis with guidance from relevant colleagues, making appropriate referrals.
- Check on late students.
- Ensure all unexplained absences are accounted for, seek the reason for absence via telephone or letter home if required.
- Check the accuracy and correct coding on registers.
- Follow the Attendance policy and send out letters as required.
- Identify and track vulnerable individuals and/or groups of students that require additional support to improve their levels of attendance and punctuality.
- Identify and implement intervention strategies to address poor attendance and celebrate excellent attendance.
- Deliver attendance interventions, where appropriate.
- Conduct home visits to students and parents/carers as appropriate. Driving the school minibus where necessary.
- Initiate and follow through appropriate sanctions in liaison with the relevant colleagues and other professionals including fines and court action.
- In liaison with relevant colleagues/school management, attend follow-up meetings and other relevant meetings with parents/carers and/or other professionals to provide relevant information, offer support and seek ways in which the school can help improve individual attendance and punctuality.



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Job Description

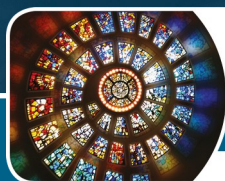
Main Responsibilities and Duties continued

- Liaise with outside agencies, parents/carers, social services, other schools and/or organisations in relation to information on student attendance and punctuality.
- Establish and maintain good relationships with all students, parents/carers, colleagues and other professionals.
- Assist and check records prior to the Census to ensure school attendance is accurate and up to date.
- Provide accurate and timely attendance and lateness reports to relevant colleagues, the leadership team and Governors.
- Provide updates for staff on student attendance.
- Keep up to date with training centred around attendance systems, such as SIMS, Insight, ClassCharts etc.
- Promoting and safeguarding the welfare of children and young people in accordance with the school's Safeguarding and Child Protection policy.

Specification

- It is expected that the applicant would have experience of working in attendance within a large school and the experience to manage a team.
- The applicant must have a full driving licence and be prepared to drive the school minibus for attendance pick-ups and visits.

It is envisaged that over time the successful candidate will develop and have the opportunity to progress to the Strategic Lead for Attendance as part of the extended Senior Leadership Team.



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About our Trust

Providing an excellent education from age 2 to 19



Setting the course



Leading the way



Serving and inspiring

Formed in August 2016, Pathfinder is a successful, well-established Multi Academy Trust serving more than 6,600 children and their families across York and North Yorkshire.

We are a flourishing and supportive learning community. A partnership of like-minded Church and Community Schools, where a clear and ambitious vision of a high quality inclusive education **sets the course** and permeates across all areas of school life. Pathfinder has a proven track record of **leading the way**. We are a Trust with strong examination results, high quality teaching

and learning, an inspiring curriculum, excellent opportunities for personal development and a wide, varied programme of extra-curricular opportunities.

We understand that achievement comes in many different forms and work collectively to **serve and inspire**, nurturing aspiration and promoting excellence in all our students. We value the uniqueness and diversity of each of our schools, celebrating this distinctiveness and the contributions they make to the wider Pathfinder community.

Pathfinder schools





Pathfinder

Multi Academy Trust

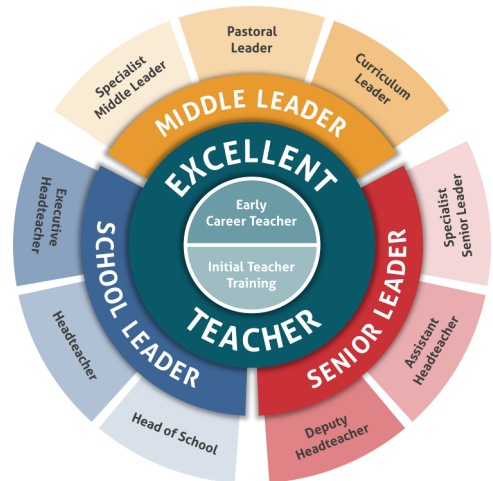
Professional Development

The professional development of our staff is a key commitment of the Trust and we have a career pathways programme to ensure we recruit, develop and retain the very best colleagues.

Teaching Staff

For our teaching staff, we have a career pathways programme which starts with Initial Teacher Training and progresses through to Executive Headteacher. At Pathfinder we:

- create a bespoke pathway to develop each person's individual talents and ambitions.
- provide staff with the highest quality research-proven CPD.
- offer access to skilled leaders and mentors.
- give staff opportunities for development from Initial Teacher Training to senior management.



Support Staff

Our career pathways programme for support staff aims to ensure that all colleagues are equipped with the necessary skills, qualifications and resources to fulfil their roles to the highest standard. At Pathfinder, our support staff will:

- be confident in fulfilling their role to the highest level.
- have an understanding of how their role fits into the wider organisation.
- act as a source of support, advice and guidance to colleagues.
- identify any training and development needs for themselves and staff they manage.
- be given support and advice to develop their skills to progress to posts at the next level.



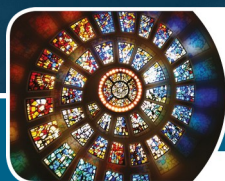
Partnering with the National Society for Education, the Pathfinder Leadership Academy has been designed to identify, develop and support colleagues to progress into positions of middle leadership and beyond.



Proudly delivering Initial Teacher Training and Education, Appropriate Body services, the Early Career Framework and National Professional Qualifications across our urban, rural and coastal school communities.



Working in partnership with our urban, rural and coastal school communities to champion, sign-post, design and deliver high-quality professional development across Yorkshire and the Humber.



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Benefits of Working at Pathfinder

Our range of employee benefits aims to support the health and wellbeing of our staff ensuring they are valued and supported throughout their time at work.

Pension Scheme

You are offered membership of either Teachers' Pension Scheme, or for support staff, the Local Government Pension Scheme. As well as employees paying into the scheme (banded, based on earnings) Pathfinder also pays into the scheme on your behalf at the following rates (regardless of earnings).

Local Government Pension Scheme

We contribute an additional 19.9% of your salary.

Teachers' Pension Scheme

We contribute an additional 28.68% of your salary.

Staff Benefits Platform

Our dedicated employee benefits platform Vivup provides staff with access to all of our benefits in one easy to use and convenient place.

Vivup also provides exclusive benefits through their platform and the option to spread the cost of purchasing items straight from your salary through the home and electronics and cycle to work benefits.



CSSC Sports and Leisure

Our staff benefits scheme with CSSC gives Pathfinder staff access to over 4,500 benefits, offers and activities including savings at restaurants, cinemas, gyms, theme parks and attractions; up to 70% off shopping with thousands of online and high street retailers and free health and wellbeing portal for courses, classes and content.



TES Magazine Subscription

All Pathfinder employees have unlimited access to the online TES magazine keeping you up to date with the latest education news, analysis and teaching and learning knowledge.



Employee Assistance Programme

Making sure everyone at Pathfinder gets the support they need whatever their



worries, the Employee Assistance Programme provides specialist counselling and resources 24 hours a day, 365 days a year. The service is completely confidential and provides support by telephone or online from specialist call handlers and counsellors who understand the demands of working in education. You can also access:

- Emotional support and counselling
- Six sessions of in person or telephone counselling
- Access to online Cognitive Behavioural Therapy
- Specialist information on work-life balance
- Financial and legal advice

Able Futures

As a Trust, we are subscribed to Able Futures which provides up to nine months of confidential, no cost advice, guidance and support from mental health professionals to help you cope with work while you manage a mental health condition such as anxiety, depression or stress.



Discounted Bus Travel

As part of the First Bus Commuter Travel Club, Pathfinder employees benefit from discounts on work and leisure travel using First Bus services. The benefits include:



- Savings on discounted monthly bus tickets
- Unlimited bus travel in your chosen zone
- Tickets delivered straight the First Bus app
- Spread the cost of annual travel

Free Will Writing Service

Estate planning and will writing specialists



Durham McCarthy are able to offer Pathfinder employees a free will writing service to help you plan for your future, protecting your family and loved ones.