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Job Application Pack

Attendance Officer

School: Comberton Village College

Salary: **Scale 4, Pt 7-11 £20,444 - £22,129
FTE**

**(Actual pro rata salary £17,408 - £18,843)
37 hours per week, plus 5 training days**

Contract: Permanent / Part Time

Start date: As soon as possible

Application closing date: 9am on Monday 3rd
October 2022



Welcome from the CEO

We are delighted you are interested in joining one of the Academies in our Trust.

The Cam Academy Trust is a community of schools in and near South Cambridgeshire and Huntingdon which offers 'Excellence for All' students from aged 3 to 18 in 11 schools incorporating pre-school, primary phase, secondary and sixth forms.

School years are a critical period of all our lives as we develop the skills, knowledge and behaviours needed to become successful members of our communities. We want all young people proceeding through all our schools to become capable, caring and confident.

All within The Cam Academy Trust are committed to giving all our pupils the very best grounding that we can through exceptional teaching and learning and outstanding pastoral support.



Each of our academies has its own Principal or Headteacher who works with their own team of high-quality staff and these staff also work with each other to share best practice to ensure our pupils are well educated and well cared for.

Our over-arching purpose is simple: we want to secure educational excellence for all with our Academies working at the heart of and serving their local communities.

Stephen Munday CBE

About our Trust

The Cam Academy Trust, originally The Comberton Academy Trust, was formed in 2011 to oversee the conversion of Comberton Village College to academy status in the first instance. With growing emphasis on academies working together in formal partnerships, the Trust quickly changed to become a multi-academy trust so that more schools could join and work closely with us.

As this partnership developed it was only right that the name changed with it as further schools/academies joined, including from the primary as well as secondary phase of education. The Comberton Academy Trust was renamed 'The Cam Academy Trust' – a clear statement that the Trust is greater than the sum of its parts.

The Trust currently comprises seven primary phase schools and four secondary schools, two with Sixth Forms. We are excited that a third Sixth Form is due to open at Cambourne Village College in 2023.

Our Primary phase schools are: Everton Heath Primary School (just inside Bedfordshire), Gamlingay Village Primary, Jeavons Wood Primary School, Cambourne, Offord Primary School, Offord D'Arcy, Hartford Infant and Pre-School, Hartford Junior School and Thongsley Fields Primary and Nursery School, Huntingdon. Bourn Primary Academy joined as the first Associate Member in 2021.

Our Secondary schools are: Comberton Village College (and Comberton Sixth Form), Cambourne Village College, Melbourn Village College and St Peter's School (and Sixth Form), Huntingdon.

The Trust strives for 'Excellence for All' and at the heart of this are six core principles which drive everything it does.

These are:

The Excellence Principle – Education must be of the very highest standard

The Comprehensive Principle – Education must be for all kinds and abilities

The Broad Education Principle – Education must incorporate a broad range of subject areas and personal development

The Community Principle – Every Academy must be at the heart of its local community and serve it well

The Partnership Principle – Each Academy must seek to work positively in partnership with others for mutual benefit

The International Principle – The curriculum inside and outside the classroom must have a clear international dimension.

Benefits

We offer the following benefits, designed to promote your wellbeing and make your time with The Cam Academy Trust satisfying and rewarding.

Core benefits

- Holiday – Up to 30 days' paid holiday a year plus bank holidays for full time non-teaching staff (statutory leave for teaching staff)
- Paid leave – enhanced sick pay, maternity pay and adoption leave pay (linked to service) and paid leave for unforeseen personal situations
- Pension – a generous defined benefit pension with the Local Government Pension Scheme or Teachers' Pension Scheme
- Death in service payment – lump sum payment and an ongoing pension for your partner & children (subject to conditions & membership of our pension scheme)

Health and wellbeing

- Employee counselling and support – free, independent 24/7 help and advice for work-related issues, as well as problems affecting your home life
- Wellbeing groups – arrangements may differ from school to school (secondary school staff)
- Environment – good working environment with excellent facilities (facilities may differ from school to school)

Professional development

- Professional development – full and part-funded training courses and a wide range of learning opportunities available to all staff

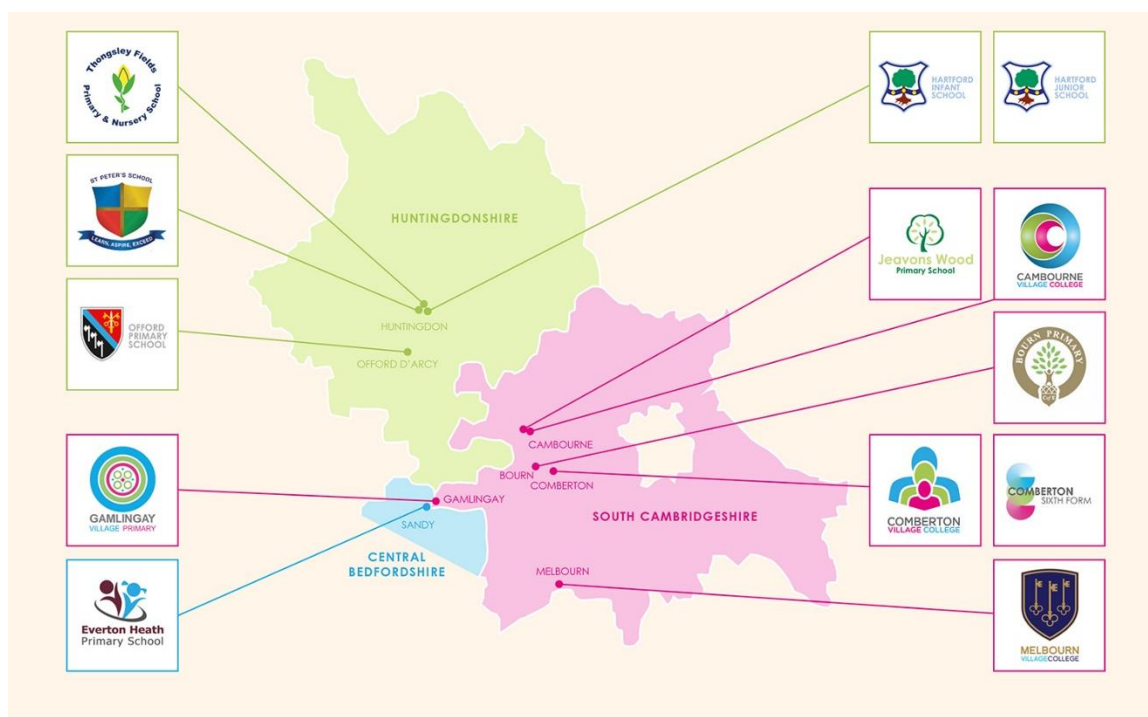
Employee discounts

- Car parking – free and on-site
- Hot drinks – tea & coffee making facilities provided for all staff
- Cycle-to-work scheme – save £££ on a new bike and accessories
- Subsidised membership to the [Chartered College of Teaching](#) (teaching staff)

Work-life balance

- Flexible working – all staff can make a request to work flexibly
- Teacher cover - We have Cover Supervisors reducing the amount of cover required by teachers and PPA periods are on timetables and not used for cover purposes (school teaching staff)

Our Schools



Comberton Village College & Comberton Sixth Form



Comberton Village College is a thriving community of approximately 1800 students, including 500 in the Sixth Form which was added to the school in 2011.

It was established in 1960 as part of Henry Morris' vision for schools being village colleges at the heart of their community and not just places for children to learn. It has a vibrant Adult Education department as well as an on-site Sports and Arts Centre, including a full-size artificial football pitch and spacious performance hall. Current improvements to the much-extended site include the installation of a £multi-million ground-source heat pump to move away from the use of oil.

Cambourne Village College

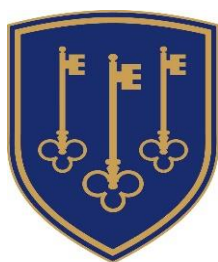
Cambourne Village College opened as a Free School in 2013 as the first new village college in Cambridgeshire for 30 years. It serves the community of Cambourne, a group of villages located between Cambridge and St Neots.

It has been repeatedly grown since its inception and now has plans for further expansion to include a sixth form from 2023 and further capacity to match growing demand for families moving into Cambourne West, the fourth of the villages it serves. It, too, offers extensive arts and sports facilities for community use.

It was the first school in the Trust to equip its students with iPads, an initiative now being rolled out across the Trust.



Melbourn Village College



MELBOURN
VILLAGE COLLEGE

Melbourn Village College is the smallest and oldest of the village colleges in the CAT community. With around 600 students in Years 7-11, it still offers an innovative curriculum with Mandarin taught to all from Year 7 with the option to take the language at GCSE level and, recently, at A Level in conjunction with Comberton Sixth Form.

Melbourn is undergoing considerable investment and improvement with a new artificial pitch that opened in late 2021 and work due to start on upgrading classrooms in summer 2022.

St Peter's School, Huntingdon

St Peter's School is located in the heart of Huntingdon and offers a nurturing and supportive environment for around 1200 students from a diverse multi-cultural catchment.

The school joined the Trust in 2016 and has undergone significant change with Ofsted now rating it as a 'Good' school. There has also been major investment in its buildings and infrastructure with a complete refurbishment of the Sixth Form and more work scheduled for Summer 2022.



Everton Heath Primary School



Everton Heath
Primary School

Located just over the Bedfordshire border, Everton Heath is the smallest school in the Trust with just over 70 students. However, the installation of two new classrooms in 2021 has given it capacity to grow.

It has joined forces with larger neighbours, Gamlingay Village Primary (less than two miles away) and the second smallest Trust school, Offord Primary, in a new collaborative West Village Partnership. It is a catchment school for Comberton Village College.

Everton Heath Primary School is part of the newly formed West Village Partnership.

Gamlingay Village Primary

Established as a full primary school by the Trust in 2018 from Gamlingay First School, it was relocated to the former middle school site following a major upgrade to the existing buildings.

It is now a thriving school for more than 380 pupils and includes specialist primary provision for students on the autistic spectrum, many of whom go on to Comberton Village College's similar secondary offering as Comberton is the school's designated 11-16 provider.



Gamlingay Village Primary School is part of the newly formed West Village Partnership.

Hartford Infant and Preschool



Renamed in early 2022 to reflect the addition of a bespoke preschool, the team are proud of their caring, secure and purposeful environment to nurture youngsters at the start of their educational journey.

The school shares a site with the Junior School in a suburb of Huntingdon and most pupils make the natural transition across the playground before going on to St Peter's, allowing them the full educational experience within the Trust.

Hartford Junior School

Hartford Junior School has two-form entry at the start of Key Stage 2 with the majority switching from the Infant School next door.

Rated 'Good' at their first inspection since joining the Trust in 2017, they are proud of their progress in recent years, based on their ethos of 'effort, encouragement and excellence'.



Jeavons Wood Primary School, Cambourne



Jeavons Wood is one of four primary schools located in the growing South Cambridgeshire community of Cambourne and is a feeder school for Cambourne Village College.

It has more than 400 pupils in a modern, airy building constructed 10 years ago and works unswervingly to support all their pupils both socially and academically.

Offord Primary School

The newest full members of the Trust, Offord joined in 2019 and undergone significant changes with a new headteacher and the recent collaborative partnership with Gamlingay and Everton Heath.



They are the first primary school in the Trust to obtain enough iPads for every pupil after securing a generous donation from a local charity which supports education in Offord D'Arcy and Offord Cluny.

Offord Primary School is part of the newly formed West Village Partnership.



Thongsley Fields Primary & Nursery School, Huntingdon

Thongsley Fields Primary & Nursery School was created in 2003 from separate junior and infant schools built to serve families on the Oxmoor estate in Huntingdon. They joined the Trust in 2018 and with a new headteacher are developing grand plans for their curriculum., their grounds and the provision and support for pupils and their families.

Like Hartford Junior School, they are a partner primary for St Peter's School with whom they share a Governing Body.

Bourn Primary Academy

Bourn Primary Academy, a single form entry Church of England school, became the Trust's first associate members in September 2021, cementing an already close relationship with both Comberton and Cambourne Village Colleges, which it lies between.

All the Trust's services are available to Bourn, which is in the Comberton catchment, and they now work closely with all the other schools and staff across the Trust, sharing experiences and best practice.



Safeguarding Children and Young People

The Cam 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. Successful candidates will be subject to an enhanced DBS check, barred list check and other relevant pre-employment checks.

The Vacancy

Attendance Officer

Scale 4, Pt 7-11 £20,444 - £22,129 FTE
(Actual pro rata salary £17,408 - £18,843)
37 hours per week, plus 5 training days

We are seeking to appoint an Attendance Officer to join our busy and collaborative administrative team. Your interpersonal skills will be excellent, and you must be able to work under pressure. Confidentiality is a must, as is a high level of numeracy and literacy. Support and training are available as part of this role.

The successful candidate will display excellent organisation, time management and planning skills, have strong administrative skills and pay good attention to detail.

For further information and an application form please navigate to the school [website](#).

How to apply:

Please complete and return a support staff application form and a letter of application (consisting of no more than 2 sides of A4 printed) which explains the reason for your interest in this role and the relevant skills and experience that would assist you in fulfilling the expectations of this role

Applications should be submitted to: Wendy Jones on personnel@combertonvc.org by **9am on Monday 3rd October 2022**.

Interviews will be held on Wednesday 5th October 2022

The Cam 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. Successful candidates will be subject to an enhanced DBS check, barred list check and a medical questionnaire.

Information about Comberton Village College & Comberton Sixth Form



We are delighted that you are interested in our Village College. Since opening as a secondary Village College in 1960, we have been true to our roots. We still seek to serve our community and to be at the heart of that community. The school has

developed a very great deal, but our community ethos remains.

'Excellence for All' is our over-arching aim and it is the driving force behind all that we do at Comberton Village College. A long-standing national reputation for academic excellence and outstanding opportunities for all of our pupils does not mean that we rest on what has happened here. We always want every single one of our pupils to do his or her best and always seek to strengthen our work to enable this. Ofsted inspections consistently grade the overall effectiveness of our school (including the most recent inspection in February 2013) as 'outstanding'. However, we continue to look for ways that we can improve and do more and do it better for the sake of all pupils and our local community. Our very high-quality and committed staff are at the heart of this and of all that we do.

We seek to ensure that all our pupils receive a broad and rounded education that enables each of them to become capable, caring and confident. The many opportunities available outside of the formal curriculum enable a whole range of talents and attributes to be developed in all of our pupils. These include exciting opportunities overseas in line with our aim to provide education with an international outlook.

The addition of a Sixth Form in September 2011 has enabled us to offer the same excellent standard of education now also to 16-19 year-olds. It was very gratifying that all aspects of our Sixth Form were also graded as 'outstanding' at the first time of asking in February 2013. Understandably, very many students are now making the Comberton Sixth Form their first choice for their Sixth Form years.

As a village college, we remain committed to Henry Morris' vision of the college at the heart of the local community. Our community provision is a central part of our role. We see ourselves very much as an "extended school".

Comberton Village College is at a significant and exciting stage in its development as part of a multi-academy trust. When we set up the Comberton Academy Trust early in 2011, we were determined to have a Trust based on fundamental core values in keeping with the very best of Village College and community-based education in order to deliver excellence for all pupils across each of the Trust's academies. As part of this focus on the future, we took the decision in September 2016 to rename the Trust to become The Cam Academy Trust.

The Cam Academy Trust now comprises 11 academies and we work closely with them to ensure mutual support and challenge for all of the pupils they serve.

In all cases, we see all of them as part of our over-arching remit to provide excellent educational opportunities and outcomes for all pupils in a comprehensive, community context. These core values are articulated in the values of our Academy trust. These values represent our unchanging guide through these very significant and exciting developments.

We are absolutely committed to provide the very best education possible for all of our pupils and for our local community. We trust that this website helps to give you a helpful insight into that.

Job Description

Post title:

Attendance Officer

37 hours per week, plus 5 training days (Mon -Thurs 8am-3pm, Fri 8am-3.30pm)

Line of Responsibility

The Attendance officer is directly responsible to Assistant Principal for Attendance and Wellbeing.

Excellent attendance is the key to a successful school. No matter how impressive the teaching and learning, we can only work with students who attend each day. Working with Heads of Year and other pastoral staff, the Attendance Officer ensures the early identification of students who are at risk of developing attendance difficulties, particularly those who may be at risk of becoming persistent absentees.

Regular liaison with students, parents, staff and other professionals is an essential dimension. The establishment and maintenance of transparent systems should lead towards excellent attendance records, which in turn will give students every opportunity to thrive academically.

Under the supervision of the Assistant Principal for Attendance and Wellbeing the post holder is responsible for the management and organisation of student attendance and for the associated work arising from this area.

The main responsibilities for post are:

- To learn how to use the MIS to accurately record and monitor attendance (training will be provided)
- To oversee the one and three day absence alerts
- To manage the letter 1,2 and 3 system and SIFs when referring to the EWO
- To be the single point of contact for parents requesting authorised leave and to liaise with Assistant Principal for Attendance and Wellbeing when in doubt
- To manage the school's emergency procedures for very vulnerable students
- To become familiar with (and use when appropriate) ESCIP documentation
- To support staff training with regard to attendance codes and attendance in general across the school
- To assist in following up members of staff who persistently fail to enter attendance data correctly
- To liaise with parents/carers, staff and external agencies over absent students
- To identify students whose attendance is causing concern and raise concerns with appropriate staff
- To work with the Assistant Principal of Attendance and Wellbeing and HoY to identify cohorts of students who cause concern (e.g. SEND, BME, PP) and look at developing strategies to support
- To communicate attendance expectations regularly with staff, pupils and parents.
- To attend weekly meetings with relevant staff to discuss attendance.
- To maintain records of all letters sent to and meetings held with parents.
- Daily early intervention targeting absence on the "concern" list
- To conduct home visits or direct AFSW to home visits when needed – accompanied by a member of staff or EWO
- To attend meetings with parents and outside agencies (including PCMs and PACE interviews)

- To attend court (if necessary) to provide support to the EWO.
- To preparation official technical documentation
- To produce half-termly data for SLG and Governors
- To meet with Students to discuss their attendance and set personal targets
- To implement a system for close liaison and appropriate intervention with support services in the school for keeping attendance data accurate
- To oversee the issue of weekly data to Year teams supported by regular summaries
- To monitor closely daily attendance record and challenge anomalies
- To assist with KS5 attendance matters

Duties and Responsibilities

Main duties and responsibilities are indicated above. Other duties of an appropriate level and nature may also be required, as directed by the Assistant Principal for Attendance and Wellbeing.

Operational

- To establish and maintain good relationships with all students, parents/carers, colleagues, suppliers, contractors and other professionals
- To undertake all administrative and clerical tasks including word processing, setting up spreadsheets, photocopying, filing, collating reports
- To assist in maintaining and updating information held on school databases in particular those relating to students
- To assist in the collection, entry and extraction of data required to complete statutory returns
- To assist in the maintaining of archive files and historical data
- To receive visitors/callers to the school, e.g. parents/carers, professionals from outside agencies

Person Specification

ATTENDANCE OFFICER

| Essential | Desirable | Evidence |
|--|--|--|
| <p><u>Qualifications and experience:</u> 5 GCSEs or equivalent, including Maths and English Grade 4/C minimum.</p> | <p>Experience of working in a school environment or similar establishment</p> <p>Liaising with other professional colleagues</p> | <p>Application form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p> <p>Certificate/s (to be available at interview)</p> |
| <p><u>Knowledge and skills:</u> Excellent inter-personal skills</p> <p>Excellent communication skills with people at all levels</p> <p>A flexible and motivated team member</p> <p>The ability to use ICT effectively to support tasks and activities</p> | <p>Experience of maintaining databases</p> <p>An ability to work with a variety of tasks accurately and meet deadlines</p> | <p>Application form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p> |
| <p><u>Personal qualities:</u> A quick and enthusiastic learner</p> <p>An ability to follow directions from his/her line manager</p> <p>To show initiative and an ability to work under pressure</p> <p>An ability to work flexibly and respond to unplanned situations</p> <p>Discrete and able to deal appropriately with confidential information</p> <p>Efficient and meticulous in organisation</p> <p>Desire to enhance and develop skills and knowledge through CPD</p> <p>Commitment to the highest standards of child protection and safeguarding</p> <p>Recognition of the importance of personal responsibility for health and safety</p> <p>Commitment to the school's ethos, aims and its whole community</p> | | <p>Application form</p> <p>Letter of application</p> <p>References</p> <p>Interviews</p> |

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced DBS (Disclosure and Barring Service) check will be carried out for the successful candidate.