The Holy Family

Catholic School

a voluntary academy



**Job Description**

**POST TITLE:** Lead Attendance Officer

**Salary**: Band 8 Point 17 (Actual salary £22,914)

**Responsible to**: Deputy Headteacher

**Responsible for**: Attendance Team

**Working Pattern**: 35 hours per week, Term Time Only

**PURPOSE AND OBJECTIVES OF THE JOB**

To monitor and report on whole-school attendance data, analysing data to identify key areas of concern. To work closely with pupils, staff, parents and carers to maximise attendance levels, and act appropriately when persistent absence becomes a safeguarding issue.

**KEY RESPONSIBILITIES**

Administration

* Ensure daily attendance registers are accurate and complete, and follow up with staff members about any incomplete data
* Follow up on any unexplained absences with parents/carers, escalating issues as appropriate in line with school procedures Initiate and oversee the administration of absence procedures, for example letters home, attendance clinics and engagement with local authorities/other external agencies and partners
* Manage attendance returns for the school census
* Manage the process of issuing penalty notices to parents
* Maintain accurate records of communications with parents/carers and relevant interventions
* Build and refresh knowledge of the school’s MIS and other relevant systems
* Monitoring and reporting
* Produce and interpret attendance reports for school leaders, identifying key statistics, reasons for absence and any patterns of concern
* Track attendance of vulnerable groups of pupils and share information with school leaders
* Identify pupils that need additional support to improve their attendance
* Work with school leaders to identify appropriate interventions to improve attendance for particular groups or individual pupils
* Lead daily or weekly check-ins to review progress and the impact of support/interventions
* Work with school leaders to develop and revise the school’s attendance policy
* Implement children missing education (CME) procedures when appropriate
* Provide regular reports to attendance organisations to raise awareness of emerging at-risk pupils

Working with parents/carers

* Coordinate meetings with pupils and parents/carers to implement interventions and track progress
* Build positive relationships with parents/carers to encourage family involvement in their child’s attendance
* Identify, and where possible, mitigate potential barriers to attendance in partnership with families
* Carry out home visits, where necessary, to address attendance concerns for individual pupils
* Professional development
* 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

# Other areas of responsibility

Safeguarding

* Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
* Be alert to when persistent absence becomes a safeguarding concern and early help may be required
* Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
* Promote the safeguarding of all pupils in the school

**GDPR**

* To adhere GDPR and Data Protection Regulations whilst maintaining confidentiality.

**Line Management**

* Line manage attendance team.

**General**

* To uphold and promote the ethos of the school at all times.
* Attend and participate in relevant meetings as required.
* Be aware of and comply with all school policies and procedures, particularly those in relation to child protection, health and safety and security, confidentiality, reporting all concerns to an appropriate person via the correct channels.
* Follow and promote relevant legislation and guidance, for example data protection, copyright law.
* Contribute to the overall ethos/work/aims of the school.
* Appreciate and support the role of other professionals.
* Undertake any other duties as appropriate to the grade of the post as requested by the school.

# Person specification

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| criteria | qualities |
| **Qualifications and training** | * GCSE or equivalent level, including at least a Grade 4 in English and maths
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| **Experience** | * Experience working in a school environment or other educational setting
* Experience identifying interventions to raise attendance of pupils
* Experience working directly with pupils and parents
* Experience working collaboratively with colleagues
* Experience analysing data and producing reports and identifying key insights
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| **Skills and knowledge** | * Good listening skills
* Effective written and verbal communication skills
* Knowledge of the possible interventions to raise attendance
* Knowledge of the potential barriers to high attendance that pupils may face
* Ability to tailor interventions to individual pupils
* Ability to use IT systems and to conduct analysis and produce reports
* Good knowledge of Excel
* Ability to create good relationships with pupils, staff and parents
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| **Personal qualities** | * Willingness to provide the best possible opportunities for all pupils
* Organised, proactive and self-motivated
* Good time management skills
* Commitment to upholding and promoting the ethos and values of the school
* Ability to work under pressure and prioritise effectively
* Ability to maintain confidentiality at all times
* Committed to safeguarding, equality, diversity and inclusion
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