

Strategic Lead for Attendance

Candidate Information Pack

Closing Date: 12.00pm, Monday 20th April 2026



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Welcome from the CEO

Dear Applicant,

I am immensely proud to be Chief Executive of Spark Education Trust. We are a recently merged Trust comprising 4 secondary and 11 primary schools located across the Tees Valley and we provide opportunities for children and young people to reach their full potential, whatever their starting point. We know that this is best achieved in encouraging environments where mutual and self-respect is promoted. We want to grow confident young people able to work independently and think creatively in a fast-changing world.

We have high expectations for everyone, aspiring to excellence in teaching and achieving impressive standards in all areas of school life. Success beyond the classroom in sport and the arts are features of life across our Trust.

For our staff we provide positive working environments, a commitment to the highest quality professional development, opportunities to collaborate to create excellence and encouragement to forge career success.

Trustees, governors and leaders collaborate closely to ensure excellence in all aspects of Spark Education Trust. Our core values are mutual respect, hearty collaboration and courageous ambition and these drive our work ensuring that Spark schools are wonderful places to work.



Louise Spellman



Welcome from the Head of School

Dear Applicant,

Thank you for considering applying for the position at Conyers School and Sixth Form College. We are so very proud of our school and we are thrilled that you have taken an interest in being part of the team.

Conyers is a thriving and fully inclusive 11-18 comprehensive school, home to over 1300 students. We are proud of our strong, destination-driven curriculum, which enriches learning within and beyond the classroom. Our mission is simple: to provide every student with the opportunity to realise their potential, both professionally and personally, so they can secure meaningful destinations and positively contribute to the world they live in.

At Conyers, we aim for academic excellence through outstanding teaching and high expectations for all students. We celebrate achievement not only in examination results but also in the arts, sports, music, and drama, which play essential roles in our curriculum.

Our curriculum is founded on high expectations, strong values, and positivity, all underpinned by our principles: Ready, Respect, Safe. With a focus on perseverance, we help students build the resilience needed to navigate life challenges.

Our goal is to prepare students for an ever-evolving world. We aim to equip them to contribute as well-rounded, digitally resilient individuals. By fostering curiosity and reflection, we cultivate lifelong learners immersed in a rich, broad curriculum that expands their horizons and builds independence, determination, creativity, and confidence.

Our motto, 'through perseverance,' is at the heart of our community. It represents our commitment to kindness, mutual support, and environmental care. This ethos defines the Conyers culture we embrace every day.

We are excited to welcome an inspirational and passionate individual to join our dedicated staff, supporting exceptional outcomes and preparing students for life beyond school.

If our vision resonates with you, and you would like to join a truly exceptional team, we would be delighted to receive your application.

Thank you.

Chris Coleman
Head of School

Strategic Lead for Attendance

Job Title: Strategic Lead for Attendance**Location:** Conyers School (Yarm)**Start Date:** As Soon As Possible**Actual Salary:** £29,750 to £32,938 (Grade J, SCP 23-26)**Hours of Work:** 37 hours per week Monday to Friday, term time only plus 5 days**Contract Type:** Permanent**Closing Date:** 12.00pm, Monday 20th April 2026**Interviews:** w/c 27th April 2026

Join an exceptional team at Conyers – a thriving, positive school where your work makes a real difference to our young people and the wider community. At Conyers, we focus on recognising effort, rewarding success, and nurturing perseverance.

About the Role

We are seeking to appoint an experienced and committed Attendance Lead who will embrace an inclusive attitude to education, is looking for a new challenge and wants to be part of driving continued improvements in our school.

The successful candidates should demonstrate:

- A calm, patient, understanding and approachable personality.
- The ability to monitor attendance and provide effective support to both students and their families.
- A professional, caring and resilient attitude.
- A flexible and collaborative approach, working effectively as part of a team to provide day-to-day support for students and assist with behaviour management when required in a supportive way.
- The capacity to build positive relationships with students, serving as a role model and responding appropriately to individual needs.
- The ability to contribute to the safeguarding team in order to help protect children who may be more vulnerable.
- A commitment to improving whole-school attendance through positive recognition strategies and adherence to statutory frameworks.

About Us

We are a recently merged Trust, Spark Education Trust which currently consists of 11 Primary Schools and 4 Secondary Schools. The Spark Education Trust can offer you a professional challenge and a rewarding opportunity, working with collaborative schools that are passionate about the progress and development of every student.

What we have:

- A positive and caring ethos and working atmosphere
- Friendly children, eager to learn and achieve
- An aspirational curriculum for all students
- A committed, enthusiastic and supportive staff team
- Excellent support from the Governing Body, the staff and parents/carers
- Opportunities for career development

For further details on us as an organisation, please click [here](#).

For further information on the school, please click [here](#).

How to Apply

Please make sure that the application form is completed and returned via email to snicholson@conyers.org.uk, addressed to Mr C Coleman, Head of School.

Please note that feedback will only be given to shortlisted candidates, if you do not receive an invite to interview within 30 days of the advert's closing date assume that you have been unsuccessful in your application for this post.

Safeguarding Notice

The Spark Education Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check. The post you are applying for is exempt from the rehabilitation of offender's act 1974. We will also carry out an online search on shortlisted candidates to help identify any incidents or issues that are publicly available online.

Conyers School and Sixth Form College is committed to safeguarding, for further information on the school's Safeguarding and Child Protection Policy please click [here](#).

Job Description

Post Title:	Strategic Lead for Attendance
Purpose:	<ul style="list-style-type: none"> To build effective relationships and work closely with internal and external stakeholders, including parents/carers and students to improve attendance levels. Responsible for the implementation of the schools' attendance procedures that maintain good attendance supports the improvement of attendance across the school. To work in partnership with the Local Authority and other external agencies to improve attendance and reduce rates of persistent and severe absence across the school. To drive attendance improvement across the whole school through means of positive recognition and statutory frameworks. To work as part of the safeguarding team to help protect children with added vulnerabilities.
Responsible for:	The development and implementation of attendance strategies to improve attendance to strategically lead attendance process and strategies.
Liaising with:	Deputy Head of School, Pastoral and Inclusion.
Working Time:	Monday-Friday, 37 hours per week - Term Time only plus 5 days
Salary/Grade:	Grade J SCP 23-26
Main (core) duties	<ul style="list-style-type: none"> To work in partnership with identified families to reduce persistent absence and offer advice to address other associated issues. Hold a case load of most concerning students in relation to attendance, chairing and leading on Attendance Case Conferences and multi-agency/attendance meetings. To support the school's culture of vigilance and safeguard students through joint working with other agencies. To assess need, plan interventions and implement effective actions with the pastoral team to support students and their parents/carers to improve individual students' attendance Undertake home visits as part of ongoing work to support parents/carers in working together to support students to attend school well. As part of the attendance team, identify those cases that should be referred to the Local Authority for court proceedings or Penalty Notices, finalise evidence as required and act as a witness in the Magistrates Court as required and have overall management of these cases. Understand, follow and implement procedures regarding child performance and child employment. Identify and follow school and Local Authority procedures regarding children going missing from education and elective home education. Analyse attendance information and data to identify and work with students who have poor attendance or are at risk of developing poor attendance. To produce data and reports on a weekly and ½ termly basis for each year group. Responsible for ensuring the School Policy of 'first day' contact is adhered to. Responsible for establishing and developing a professional service to support raising attendance, investigating persistent absences and improving punctuality. Undertake scrutiny of registers on a regular basis to ensure absences are recorded in line with DFE guidance, to have whole school attendance policies in place ensuring that issues are dealt with consistently across the school. To maintain a working knowledge of the statutory framework relating to school attendance, child employment, child protection and special needs in order to be able to offer informed advice to parents, school staff, governors and others. Monitor the attendance of vulnerable groups of students and liaise with staff/SEND department.

	<ul style="list-style-type: none"> • Work in partnership with external agencies to support attendance initiatives, campaigns, parental responsibility measures and school attendance including providing attendance data to the Local authority to enable a School Attendance Order or prosecution to be made. . • To check accuracy and correct coding on registers in preparation of the school census data. • Maintain accurate data and system for students signing in and out of school and late students. • Signpost students and families to other agencies who can offer appropriate support. • Recommend the use of fines to the Headteacher in the case of those students and families where there is no improvement over a protracted period. • Oversee the implementation of the Leave of Absence policy ensuring that is consistently applied to all requests • Support with procedures for monitoring and raising levels of punctuality, particularly for morning registration and through the administering of the attendance procedure including the first day calls • By carrying out all of the above responsibilities, contribute to an overall reduction in the number of students who are persistently absent. • Establish and maintain relationships with individual pupils and groups, undertaking home visits as required. • Adopt the school's 'open door 'policy, being available to listen, offer advice and either provide or signpost further support. • Liaise with outside agencies in order to support individual children and their families.
School ethos	<ul style="list-style-type: none"> • Play a full part in the life of the school community, upholding its values and setting a professional example at all times. • Actively promote all of the school's policies. • Comply with the school's health and safety policies and undertake risk assessments as appropriate.
Other Specific Duties:	<ul style="list-style-type: none"> • Undertake any administration, work necessary to fulfil the role. • Work across other schools within the Trust as required. • Uphold and actively support the school's policies and procedures. • Be aware of and comply with policies and procedures relating to Safeguarding, health, safety and security, confidentiality and reporting all concerns to an appropriate person. • Attend pastoral meetings as required. • Be aware of and comply with data protection in accordance with the General Data Protection Regulation (GDPR) and Trust Policies. • Be aware of and support difference and ensure Equal Opportunities for all and promote the elimination of behaviour and practices that could be discriminatory. • Develop constructive relationships and communicate with other agencies/professionals. • Share expertise and skills with others. • Participate in training and other learning activities and performance development as required. • Undertake any other duties which might reasonably be regarded as within the responsibilities of the post, subject to the proviso that any changes of a permanent nature shall be incorporated into the job description in specific terms • To continue personal development as agreed. • To keep up to date with relevant training required for the role. • Staff will be expected to undertake any duty as specified by School Teachers' Pay and Condition Documents not mentioned above. Staff are expected to show professionalism at all times. • Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.
Safeguarding – Promoting the welfare of children and young people:	<ul style="list-style-type: none"> • To demonstrate a commitment to safeguarding and promoting the welfare of children and young people, staff and volunteers. • To demonstrate a thorough understanding of safeguarding and safer recruitment policies and procedures, and their application within an educational setting/environment.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Person Specification

CATEGORY	ESSENTIAL	DESIRABLE	WHERE IDENTIFIED
QUALIFICATIONS AND TRAINING	Education to at least GCSE level in English and Maths (or equivalent) • ICT competence	<ul style="list-style-type: none"> • Further Education Qualifications • Level 4/5 equivalent qualification or Level 3 qualification and relevant experience 	- A, I
EXPERIENCE	<ul style="list-style-type: none"> • Experience of working in school attendance • Experience of working with statutory attendance processes • Having worked with teenagers to support their pastoral care and help them achieve their potential • Having worked as part of a team 	<ul style="list-style-type: none"> • Problem solving/conflict resolution • Able to present to range of audiences including adults and children 	- A, I
KNOWLEDGE AND SKILLS	<ul style="list-style-type: none"> • Understanding of safeguarding and child protection • Knowledge of exclusion processes and legislation • The ability to build and develop positive relationships with students • Understanding of the secondary attendance process • Good oral and written communication skills • The ability to plan, prioritise and organise • Record keeping and administrative skills 	<ul style="list-style-type: none"> • Knowledge of social care systems • Understanding of behaviour management processes and systems 	- A, I
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Friendly & approachable • Self-motivated and resilient • A commitment to working as part of the whole school team and supporting the vision and aims of the school • Innovation, creativity and critical reflective thinking • Committed to continual personal development • Empathetic • Ability to work under pressure • Share high expectations of achievement and behaviour • Full driving Licence and access to own vehicle 	<ul style="list-style-type: none"> • Emotional intelligence • The ability to inspire/motivate young people • Communicate clearly to a range of audiences 	- I

How to Apply

Application forms and further details are available on the Trust's website -

www.sparkeducationtrust.org.uk

Please make sure that the application form is completed and returned via email to snicholson@conyers.org.uk, addressed to Mr C Coleman, Head of School.

Applications submitted on anything other than the official application form and applications from agencies will not be accepted.

Confidential References

Two referees should be nominated, including one from your current/most recent employer - Those from an education setting must provide the Headteacher as one of their references or to be signed and checked by the Headteacher.

Job Description

Details the main responsibilities for this post and the personal and professional qualities required.

Person Specification

Sets out the criteria to be used for the shortlisting process.

Closing date: 12.00pm, Monday 20th April 2026

Interviews to be held: w/c 27th April 2026

Employee Benefits

Wellbeing

Free and confidential support.

Up to six sessions of structured counselling, if recommended.

Pensions

All eligible staff automatically join either The Teachers Pension Scheme or the Local Government Pension Scheme upon the start of their employment.

As members of these schemes, employees have access to the full range of membership benefits including a Death in Service payment is included in the Teacher Pension Plan and Local Government Pension Scheme.

Cycle to work

We also provide a cycle to work scheme, which is a recognised Inland Revenue salary sacrifice scheme through www.greencommuteinitiative.uk which enables staff to access a new bike and bike equipment.

Work Life Balance

We provide a generous Annual Leave entitlement for Support Staff of 27 days leave, rising to 32 days leave following 5 years' service, in addition to statutory bank holidays.

As we are supportive of flexible working, we have many staff working on individual working arrangements and we offer many roles working term time only contracts, to assist with individuals work life balance.

Professional Development

As we believe in supporting and developing our staff, we offer extensive career development opportunities and actively seek to develop and promote staff where possible.