



# Level 3 Academy Administrator

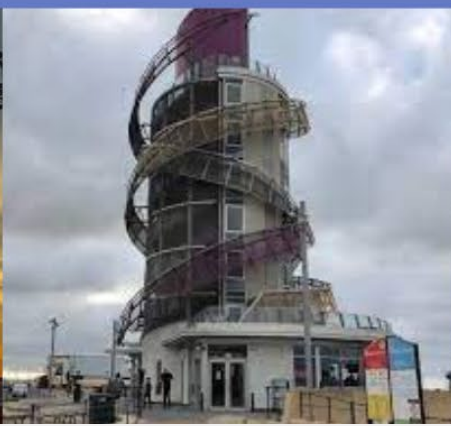
Dormanstown & Wilton Primary Academy

————— *'To transform children's life chances.'* —————

Job Ref: DPA289



**TEES VALLEY  
EDUCATION**  
[www.teesvalleyeducation.co.uk](http://www.teesvalleyeducation.co.uk)



# Introduction

## Tees Valley Education's foundation and journey to date

Tees Valley Education Multi-Academy Trust (TVEd) was established in 2005, building on five years of successful collaboration between Brambles and Pennyman Primary Academies. This partnership laid the foundation for a trust committed to excellence in education and community impact. Later that year, Dormanstown joined the trust, further strengthening its reach and capabilities. In 2018, Wilton Primary Academy became part of the trust, marking another significant milestone in its growth.

That same year, TVEd proudly opened Discovery Special Academy, the first free school in Middlesbrough, providing tailored education to children with special educational needs. In August 2022, Discovery Special Academy transitioned into a state-of-the-art, purpose-designed building, enabling the expansion of its provision to include secondary-age children.

2025 is a milestone year for the Trust as it proudly marks its 10th anniversary. Over the past decade, the Trust has dedicated itself to fostering positive change and making a meaningful impact in the community. This special anniversary offers an opportunity to reflect on its achievements, celebrate the partnerships and support that have made them possible, and renew its commitment to building a brighter future. The Trust looks forward to continuing its journey towards leaving a 100-year legacy of innovation, growth, and service for generations to come.



# Letter From Katrina Morley OBE

- Chief Executive Officer  
Tees Valley Education Trust



Dear Applicant,

Thank you for expressing your interest in joining Tees Valley Education Trust.

At Tees Valley Education Trust, we hold a steadfast belief that excellence is a birthright. Every child, regardless of their circumstances, deserves access to a world-class education. Our academy Head Teachers operate in an atmosphere of trust, honesty, and integrity, underpinned by an unwavering commitment to excellence for all children and young people. As a Trust, we embrace a philosophy of “no excuses or barriers” in education, ensuring that every child has the opportunity to thrive.

Our academies are located in areas of significant deprivation, and we are passionately committed to the transformative power of education in changing lives. By joining us, you will become part of a brilliant and dedicated team. Across our Trust, all staff—regardless of role—work together with a shared vision: to transform children’s life chances.

We are equally committed to supporting our staff. At Tees Valley Education Trust, we ensure that our leaders and teachers have the time and resources to fulfill their professional duties and responsibilities. We offer a vibrant, supportive, and friendly atmosphere where you will be encouraged to develop both personally and professionally.

Enclosed with this recruitment pack, you will find the job advert, job description, person specification, safeguarding information, and guidance on how to apply. If you wish to apply, please ensure that you complete the application form in full. Kindly note that we do not accept curriculum vitae; only information provided in the application form will be considered.

Thank you once again for considering a position with Tees Valley Education Trust. We look forward to receiving your application.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Katrina Morley', written in a cursive style.

Katrina Morley OBE  
Chief Executive Officer  
Tees Valley Education Trust

# TVEd Staff Charter



Complimentary refreshments for staff



Free annual flu vaccination available for all staff upon request



Trust and academy deadlines are publicised well in advance



Sensible pragmatic approach to data collections



Dedicated planning, preparation and assessment (PPA) for all teaching staff



Wellbeing service free for all staff including counselling, life style support and medical referrals



Dedicated space for teaching and learning



Open door policy



A range of staff social, sports and fun sessions including team celebrations



Opportunities for professional development through excellent CPD support



Constructive and research based approach to drop ins and lesson observations within a learning community



Communication policy to protect time outside of the academy



On site parking



End of term team celebration events



Diamond Standards to celebrate all staff who have excelled in one if not all of the SC's



Dedicated staff room and facilities



Always well informed with all elements of school life through regular communications



Staff are recognised for their over and above contribution they make in line with existing policies

# Mission & Values

## Mission

Our mission is to deliver educational excellence for all of our children by fostering a culture of creativity, curiosity, care, courage and commitment.

## Vision

*'To transform children's life chances'*



## Diamond Standards



### Commitment

To be dedicated, hard working and always try our best.



### Courage

To be adventurous, bold and brave



### Care

To be kind to ourselves, each other and our communities.



### Curiosity

To be inquisitive, excited and explore.



### Creativity

To use our talents to imagine, innovate and inspire.



## ADVERTISEMENT

### **Level 3 Academy Administrator (Attendance)**

**Status: Permanent**

**Required: As soon as possible**

**Salary: From SCP 8 to SCP 11(FTE £25,991.63 to £27,268.59), pro rata £11,825.82 - £12,406.82**

**Type: Term time**

**Hours: 20 hours per week, Term time only (TTO) Monday – Friday, 8:30 am – 12:30 pm**

**Reporting to: Safeguarding, Pastoral and Welfare Lead, DDSL & Senior Mental Health Lead**

**Academy: Dormanstown Primary Academy, also covering Wilton Primary Academy**

#### **About the Trust**

The Trust was established in 2015 and provides education and enrichment activities to more than 1100 children across five Academies, located in Middlesbrough and Redcar and Cleveland local authority areas. Academies within the Trust are:

- Brambles Primary Academy (2 to 11 years),
- Discovery Special Academy (2 to 16 years),
- Dormanstown Primary Academy (3 to 11 years),
- Pennyman Primary Academy (3 to 11 years), and
- Wilton Primary Academy (3 to 11 years).

#### **About the Post**

Dormanstown and Wilton Primary Academies are thriving inclusive learning communities within Redcar & Cleveland. Dormanstown serves 270 pupils from Nursery to Year 6, with 40 additional places for high needs children with complex learning needs. Wilton serves 75 pupils from Nursery to Year 6. We are seeking to recruit a suitably qualified and experienced administrator to join the academy office team. The successful candidate will promote and support the vision and direction of the academies by providing day-to-day administrative support with a particular focus on pupil attendance procedures. First impressions count; our office staff set the tone for how our academies are perceived and as the first point of contact, you will need to have a confident, friendly approach. The academy offices are busy places and children, parents and staff will often require your help and support at short notice, so we expect you to be able to deliver excellent customer service, prioritise your workload and organise your time effectively. You will have good communication skills to be able to undertake conversations with pupils, parents, staff and professionals in a calm and productive manner.

We are a fabulous team and we all enjoy working together to improve outcomes for our children. We are offering a varied and challenging role in a busy and rewarding working environment with access to excellent continuous professional development, as part of a highly functioning team. Whilst the role is based at Dormanstown Primary Academy, you will be part of the wider business team serving Wilton Primary Academy. As part of Tees Valley Education Trust we firmly believe that we are 'stronger together' and you will

be part of a wider team across the two academies and the Trust as a whole through serving the whole community as required. Both the Trust and the academies have a strong inclusive ethos and an inherent drive for quality. The best interests of the children are central to our decision making. Our children are proud academy citizens, care for each other and enjoy their learning and achievements in school. Please see the websites for further information about our academies.

<https://dormanstown.teesvalleyeducation.co.uk/>

<https://wilton.teesvalleyeducation.co.uk/>

Visits to the academy are welcomed. If you wish to visit or would like further information about the post please contact the academy's Senior Business Manager Gail Harwood, via email to: [dormanstown@tved.org.uk](mailto:dormanstown@tved.org.uk) or call the academy office on: 01642 483696.

**Closing date: Friday 14<sup>th</sup> February, 12.00 noon.**

**Shortlisting: Monday 17<sup>th</sup> February 2025 (successful applicants will be notified via email by 18<sup>th</sup> February 2025.**

**Interview date: Friday 21<sup>st</sup> February 2025.**

**What the Trust will provide the successful candidate with:**

- A workplace where all staff are valued and treated with respect as outlined within the Trust's Diamond Standards
- A passionate, enthusiastic and supportive Leadership Team
- A listening and learning organisation where all staff are encouraged to be curious and share ideas for the Trust/academies/team to improve
- Hard working, committed and dedicated staff who strive to gain the best outcomes for all children across the Trust's academies
- Dedicated approach to children's learning to encourage them all to be the best they can be
- Career enhancement opportunities within areas of interest as well as supporting ongoing professional development and training specific to job role
- Dedicated line manager to discuss work streams and capacity
- Free access to the Trust's Wellbeing offer, which includes counselling, access to GP, Mindfulness and so much more.
- Free parking
- Enrolment into the local government pension scheme
- All support contracts are employed on National Joint Council (NJC) for local government services (also known as Green book)
- Benefits of the Trust's Staff Charter which can be found at [TVED Staff Charter](#).

**Safeguarding requirements for the role:**

Tees Valley Education Multi Academy Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to a satisfactory enhanced DBS check.

This post is exempt from the Rehabilitation of Offenders Act 1974 and, therefore, all convictions, cautions and bind-overs, including those regarded as “spent” must be declared. The Trust’s Recruitment of Ex-Offender policy can be requested or visit the Trust’s website.

Applications are invited from prospective candidates who demonstrate that they are able to meet the essential criteria set out in the person specification and who have the vision, values and tenacity to join an outstanding team and help continue the journey towards excellence.

## **JOB DESCRIPTION**

Under the guidance of senior staff; be responsible for undertaking administrative, financial and organisational processes within the academy. They will assist with the planning and development of support services.

## **ORGANISATION**

- Contribute to the planning, development and organisation of support services systems/procedures/policies

## **GENERAL ADMINISTRATION**

- Maintain manual and computerised record/information systems
- Support with analysing and evaluating data/information and produce reports/information/data as required
- Undertake typing, word-processing and complex IT based tasks
- Complete relevant paperwork for outside agencies – Attendance Welfare Team

## **ATTENDANCE ADMINISTRATION**

- Provide administrative duties within the graduated response for attendance;
- Monitor attendance daily, checking that all children have been accounted for and making phone calls or supported home visits to ensure children are safe;
- Keep spreadsheets up to date and prepare letters for parent invites in connection with attendance;
- Schedule meetings in regard to attendance and invite relevant agencies where necessary;
- Identify attendance problems and highlight these to the pastoral and welfare team;
- Scan/upload all paperwork relating to attendance;
- Support attendance awards/rewards – certificates each term and year;
- Be a point of contact for parents with regards to attendance;
- Prepare regular attendance reports for the pastoral and welfare team lead and senior leaders;
- Keep abreast of updates from the DfE or Attendance Welfare and share these with the team;
- Support the development of strategies and policies to improve academy attendance; and
- Support the academy in fulfilling its statutory duties in relation to attendance by providing information for Attendance Case Conferences.

## RESOURCES

- Operate relevant equipment/complex ICT packages;
- Support first aid – checking stock and recording stock;
- Populate paperwork in relation to SEN, i.e. referral paperwork to agencies, SEND paperwork to parents.

## OTHER PROFESSIONAL RESPONSIBILITIES

- Comply with and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to appropriate person;
- Be aware of and support difference and ensure equal opportunities for all;
- Contribute to the overall ethos/work/aims of the academy;
- Establish constructive relationships and communicate with other agencies/professionals;
- Attend and participate in regular meetings;
- Participate in training and other learning activities and performance development as required;
- Recognise own strengths and areas of expertise and use these to advise and support others;
- Any other duties consistent with the grading of the post.

## SAFEGUARDING

- All staff must adhere to the Trust's safeguarding training (appropriate for job role) including policies, procedures, latest Keeping Children Safe in Education guidance and Working Together to Safeguard Children DfE 2023.

## ADDITIONAL RESPONSIBILITIES

The job holder may be required to undertake additional duties as could be reasonably required in exceptional or emergency situations. These may include:

- to work flexibly between the hours of 8am and 6pm.
- to work across the Trust if required.
- to undertake additional training e.g. first aid, Positive Handling.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust in relation to the post holder's professional responsibilities and duties.

Elements of this job description and changes to it may be negotiated at the request of either Headteacher or the Line Manager.

**Important:** In the first instance, applications are assessed against the following criteria:

\*overall presentation

\*use of standard English

\*grammatical accuracy

Where applications do not meet the expected standard, they will be discarded before being matched to the person specification.

PERSON SPECIFICATION		
EXPERIENCE AND QUALIFICATIONS	AM	E/D
NVQ Level 3 or above in administration or relevant equivalent in this discipline.	A	E
GCSE Grade C/4 or above in English and Mathematics.	A	E
Previous administrative experience.	A	E
Experience of using ICT Microsoft packages, word/excel.	A, I	E
Experience of managing management information systems.	A, I	E
Experience of maintaining efficient and accurate records.	A, I	E
Experience of working in an education setting and using school-based systems, including SIMS	A, I	D
Administration of Medicines or First Aid training.	A, I	D
KNOWLEDGE, ABILITIES AND SKILLS		
Excellent organisational skills and the ability to work methodically and collaboratively to ensure deadlines are met	A, I	E
Ability to prioritise workload, meet deadlines and manage own time effectively	A/I	E
Excellent oral and written communication skills	A, I	E
Self-motivation and ability to use initiative	A/I	E
Demonstrable negotiating and problem-solving skills	A, I	E
Excellent interpersonal skills and a caring attitude towards pupils, colleagues and parents	A, I	E
Commitment to and understanding of Equal Opportunities and Child Protection	A, I	E
Ability to maintain all aspects of confidentiality at all times	A, I	E
Ability to assimilate, analyse and action information from a variety of sources.	A, I	D
Knowledge of attendance priorities procedures in schools.	A, I	D

AM (Assessment Method) - A - Application Form, I - Interview, R – Reference

E – Essential      D – Desirable

**Important:** In the first instance, applications are assessed against the criteria listed above, in addition to overall presentation, use of standard English and grammatical accuracy. Where applications do not meet the expected standard, they will be rejected before being matched to the person specification.

## HOW TO APPLY AND EXPLANATORY NOTES OF THE PROCESS

An application form is attached below. Application packs can be requested from the academy. Only applications via the Trust's official application form will be accepted. Please do not submit a CV as substitute for part or full application form, the information will not be accepted or considered.

If you are submitting your completed application form by e-mail to **dormanstown@tved.org.uk** – **please add Level 3 Office Administrator Application in the subject box**. Please be aware the academy cannot be responsible for any formatting anomalies when printing. If you are unable to submit an electronic application form, hand written or electronic printed copies should be posted or hand delivered to the following address for the attention of Mrs Antje Kell.

Dormanstown Primary Academy  
South Avenue  
Redcar  
TS10 5LY

### Shortlisting Process

After the closing date, short listing will be conducted by a panel, who will match your skills/experience against the criteria in the Person Specification. You will be selected for interview entirely on the contents of your application form, so please read the Job Description and Person Specification carefully before you complete your form.

### Shortlisted candidates will receive:

- Letter confirming interview details.
- Details of original ID documentation is required to confirm candidates. Photocopies or certified copies are not accepted.
- Criminal Record Self-Declaration Form, which must be brought on the day of the interview in the sealed envelope provided.

### References for successful Candidate/s

We may seek references for shortlisted candidate/s and we may also approach previous employers for information to verify particular experience or qualifications before the interview. Finally, we may also undertake a social media search in accordance with Keeping Children Safe in Education guidance. Any relevant issues arising from references will be taken up post interview.

### Interview process

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline

### Conditional Offer: Pre-Employment Checks

Any offer to a successful candidate will be conditional upon:

- Verification of right to work in the UK
- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity checks and qualifications
- Satisfactory enhanced DBS check
- Verification of professional status such e.g. QTS Status, NPQH (where required)
- Satisfactory completion of a Health Assessment
- Satisfactory completion of the probationary period (where relevant)
- Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as may be required in accordance with statutory guidance.

## EQUALITIES INFORMATION AND OBJECTIVES STATEMENT

As an academy we ensure that our vision, values and ethos meet the expectations of the equality and diversity guidelines and legislation set out by the Equality and Human Rights Commission. This includes the following 9 protected characteristics:

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnerships
5. Pregnancy and Maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual Orientation

### **Objectives Statement**

1. To support children's sensory, academic and communication skills to enable them to develop holistically.
2. To ensure high expectations across all aspects of the academy (as outlined in objective 1) to ensure children make the best progress according to their individual starting points.
3. To continue to monitor attendance of all groups of children in the academy.
4. To review levels of parental and pupil engagement in learning and academy life, across all activities and ensure equality and fairness in access and engagement.
5. To ensure the academy environment is as accessible as possible to pupils, staff and visitors.



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