

The appointment of
Progress and Achievement Leader
(FTE 31,303 - £33,580 Actual £26,913.44 - £28,846.26)

Required from September 2025



Principal: Mr S Barlow

Academy Overview

We are seeking to appoint an inspirational Progress and Achievement Leader who will take a pastoral lead and responsibility for a year group. We value every student and believe that great teaching and learning provides our students with the knowledge and skills to understand the world we live. Our aim is to make a child's school life enjoyable by providing a safe and nurturing environment where they can flourish and realize their potential. The successful candidate should also be passionate about excellence within a classroom and excellence in self, being a keen reader and advocate of research driven practice.



South Axholme Academy



South Axholme Academy is an oversubscribed 'Good' school, rated 'Outstanding' for Behaviour and Attitudes (Ofsted 2023). It is the number one school in North Lincolnshire as rated by the 'Good Schools Guide' (2021). The academy has outstanding academic outcomes over time ranking it as one of the highest performing schools within Yorkshire and Humber. The academy is a strategic partner with a number of teacher training providers and is proactive in its outreach work across the region.

The academy is located in the rural market town of Epworth between Doncaster and Scunthorpe. Epworth is an easy commute for those based in Doncaster, Rotherham, Sheffield, Leeds and Lincoln and is located close to the M18, M62 and M180. Potential applicants are welcome to visit or ring to discuss the post in more detail.

Isle Education Trust is committed to safeguarding and promoting the welfare of children and young people and we expect staff and volunteers to share in this commitment. Appointments will be subject to DBS clearance and satisfactory references.

We are able to offer:

- The support of an outstanding Pastoral team who are deeply committed
- Advanced safeguarding training
- High quality professional development within a high effective Multi Academy Trust

Job Title	Progress & Achievement Leader	Post Number	NA
Department	Pastoral Team	Closing Date	9.00am 04/07/25
Salary	FTE 31,303 - £33,580 Actual £26,913.44 - £28,846.26	Interview Date	TBC
Type of contract	Permanent	Weekly hours	Full Time 37 Hours 195 days
Location	South Axholme Academy, Epworth, Doncaster		

Progress and Achievement Leader

We are seeking to appoint an enthusiastic, inspirational and motivated Progress and Achievement Leader with a passion for young people. They will have a vision for excellence and be able to lead a year group's journey through the academy. The candidate must have a track record of excellence working with young people and families showing high impact in regard to student safety and well-being.

Overall Purpose

To manage and support the wellbeing, safeguarding and behaviours of students, to ensure that every child achieves their potential and that barriers to this are removed or minimised.

The Progress and Achievement Leader will need to be able to influence work in many areas of the Academy. The Progress and Achievement Leader will be required to liaise on an informal and a formal basis with a wide range of individuals and agencies, including the SLT, Subject Leaders and Class Teachers, the SENDCo, the admin team, parents, the family support officer and social workers.

Job Description:

- managing the welfare and behaviour of students across the academy and in a specific year group
- to act as Deputy Safeguarding Lead (training will be given)
- working collaboratively with staff and students during to ensure students attitude to others and attitude to learning is positive
- championing those vulnerable to underachievement, thereby closing the gap in students' outcomes and reducing any in school variation where it exists
- proactively guiding those who are in need of support using available data, support structures and intervention

Main responsibilities

1. Student Welfare and Behaviour
2. Deputy Safeguarding Lead
3. Student Engagement, Support and Achievement
4. Communication, Reporting and Liaison
5. Promote and champion the South Axholme Mindset

1. Student Welfare

- Assume responsibility for the welfare and behaviour of students; follow up incidents; maintain detailed records and student files; have meetings with parents during or after school as required, sometimes with other senior staff members; arrange sanctions where appropriate; communicate with parents.
- Promote and be a champion the South Axholme Mindset
- Work alongside the Attendance and Welfare officer to ensure student attendance is high and vulnerable students and families are supported.
- Take appropriate actions when dealing with safeguarding issues or concerns
- Assist with admissions by deciding on the tutor group for new students and ensuring that new students are allocated a 'buddy' to assist with their settling in.
- Have a responsibility regarding the development, implementation and monitoring of systems relating to students with challenging behaviour.
- Promote, encourage and maintain high standards of attendance, health and safety and dress.

2. Student Engagement, Support and Achievement

- Identify and take appropriate action on issues arising from data, systems and reports (behaviour, academic, punctuality); setting deadlines where necessary and reviewing progress on the action taken
- Monitor the impact of any and all interventions/support put in place for identified student and groups of students
- To ensure the Behaviour Management system is implemented so that effective learning can take place
- Mentor and support students through transition periods (KS2 to KS3, KS3 through the Options process and KS4 to KS5) as appropriate
- Actively encourage students to engage with the full curriculum offer, including attending clubs, trips and visits, in particular those in receipt of Pupil Premium funding

3. Communication, Reporting and Liaison

- Ensure effective communication (with appropriate record keeping) and foster and maintain positive relationships with all stakeholders and external agencies to support best outcomes for students
- Work with the SLT and SENDCo to arrange appropriate meetings, delivery of interventions and referrals to outside agencies.
- Ensure effective communication among teachers, contribute to the development and implementation of the assembly programmes.
- Ensure the maintenance of accurate and up-to-date information concerning students on the management information system

All Academy Staff Should:

- Work with all students ensuring equality of opportunity for all
- Take responsibility for Safety and Welfare of all students, raising any concerns following the Academy protocols and procedures
- Work proactively and effectively in partnership with all stakeholders.
- Carry out a share of statutory supervisory duties
- Treat students with dignity and build relationships rooted in mutual respect and at all times observing proper boundaries appropriate to the professional position
- Participate in CPD relevant to the role
- Accompany teaching staff and students on visits, trips and out of school activities as required
- Participate and be actively involved in Parents' Evening
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English and numeracy
- Take an active role in promoting good behaviour in and around the Academy
- Ensure that students adhere to the uniform code and apply sanctions when this code is breached
- Develop an academy learner mind-set – the attitudes, skills and learning habits needed to become an inspired, confident and independent learner
- Be a positive role model and demonstrate consistently and effectively the positive attitudes, values and behaviour which are expected of students
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Regularly review the impact of their work and its impact on students' progress, attainment and well-being, refining approaches where necessary and responding to advice and feedback from colleagues
- Proactively participate with arrangements made in accordance with the Appraisal Policy
- Have professional regard for the practice, ethos and policies of the Academy and maintain high standards in your own attendance and punctuality
- Operate at all times within the stated policies and practices of the Academy
- Contribute positively and effectively to the whole Academy ethos
- Cooperate with other staff members to ensure a sharing and effective use of resources to the benefit of the Academy, individual departments and students
- Attend and participate in appropriate calendared meetings
- Take responsibility for own professional development and duties in relation to Academy policies and practices
- Liaise effectively with staff, students, parents and governors
- Ensure compliance with Health and Safety at Work Act 1974 and all other policies related to health and safety, and to ensure compliance with the Data Protection Act 1988.
- Ensure compliance with data protection laws and safeguarding procedures
- Carry out any other duties as directed by the Principal as may from time to time be agreed in accordance with the nature of the job described above

This is not an exhaustive list of tasks and job descriptions will be continually reviewed and changed according to the needs of the Academy and Trust.

Post holders will be expected to be flexible in undertaking duties and responsibilities attached to their post and may be asked to perform duties, which reasonably correspond to the general character of the post and are commensurate with its level of responsibility. This job description is provided for guidance only and does not form part of the contract of employment.

Please note that South Axholme Academy is committed to the safeguarding and welfare of their students. The successful candidate must be able to satisfy an enhanced DBS check prior to employment within the Academy together with receipt, by the Academy, of two satisfactory references plus medical clearance.

Qualifications	Essential	Desirable
<i>Level 2 / GCSE's English and Mathematics grade C or above / equivalent</i>	A	
<i>Level 3 / A Level or Vocational equivalent</i>		A
<i>Evidence of recent participation in a range of relevant in-service training</i>		A
Professional knowledge, skills and understanding	Essential	Desirable
<i>Demonstrate success in raising achievement</i>	AI	
<i>The ability to manage time and workload</i>	A	
<i>Knowledge of safeguarding procedures</i>	AI	
<i>Knowledge of the key role that attendance plays in attainment</i>	AI	I
<i>Confident user of data, able to provide analysis and measure impact of interventions</i>	AIR	
Experience	Essential	Desirable
<i>Experience of working in a secondary setting</i>		AIRO
<i>Experience of working with outside agencies</i>		AIR
Personal Qualities	Essential	Desirable
<i>High quality communication skills with the ability to develop positive relationships with students, parents and peers</i>	AIRO	
<i>A sense of humour and a good sense of well-being</i>	AIO	
High Expectations of self and others	Essential	Desirable
<i>A flexible and adaptable approach</i>	AIRO	
<i>Resilience and the determination to be successful within this role and ambitious for the Academy and its students</i>	I	
<i>Committed to safeguarding and promoting the welfare of children and young people</i>	AIO	
<i>Equality of Opportunity</i>	Essential	Desirable
<i>The ability to ensure that there is equality of access to educational attainment and that all aspects of equal opportunities are adhered to</i>	AIO	

A = assessed through the application process
I = assessed through the interview process
R = assessed through the receipt of satisfactory references
O = observation

The Application Process

An application form can be found on our website at
<http://www.southaxholmeacademy.co.uk/SAX/aboutUs/vacancies.php> or online at TES.com

Receipt of early applications from candidates with the appropriate experience, qualifications and personal qualities may result in an early interview being offered.

If you would like further information about this vacancy or wish to have an informal discussion with a member of our leadership team, please contact Clare Tillen on 01427 872121.
Isle Education Trust promotes equality of opportunity and welcomes applications from all sectors of society.