

Job Description

Academy:	Leeds East Academy
Job Title:	GRT Community Cohesion Leader
Grade:	S01.29 – 31 £26,999 - £28,785 Pro Rata £23,192 - £24,726 TTO +5
Accountable to:	Assistant Principal – Attendance and Community Transformation

Role:

As part of the Academy Attendance and Welfare team the GRT (Gypsy, Roma and Traveller) Community Cohesion Leader will be responsible for cultivating and promoting lasting change within the local and school GRT community in addition to supporting with the effective running of the PB policy.

NB: All post-holders in The White Rose Academies Trust are responsible for improving the outcomes for learners and upholding the ethos of the Academies. The five principles of the Children's Act: Every Child Matters guide the work of every adult working at or associated with Leeds East Academy.

Responsibilities:

- Conduct, design and implement a robust programme of intervention which is flexible and responsive to the risks identified in the GRT community to ensure pupils can manage those risks effectively and secure positive outcomes in terms of attendance, behaviour and achievement.
- Establish an understanding of the risks present within the local GRT community and use this information to identify key groups of students within the academy who could be vulnerable to the risks presented.
- Create and develop links with parents, community leaders, the police and the local MP in order to create and establish stronger links with the GRT community and raise the profile of Leeds East Academy within the local area.
- Use imagination and creativity to develop this role so it is at the heart of GRT community transformation which is measurable through a reduction in the crime statistics in the local area, improvement of outcomes for GRT students and increase in the number of GRT students leaving Leeds East Academy to pursue professional careers.
- With the Community Cohesion Leader (non-GRT), develop the reputation of the Academy within the GRT and non-GRT community through building relationships

with local businesses and community organisations so they are willing to invest in and support the journey to outstanding at Leeds East Academy

- Create GRT peer mentoring groups, identifying students who will take a leading role in supporting students with community cohesion and integration, liaising with transition, admissions and GRT teams
- 1:1 support for EAL students who are disengaged in learning and create a programme that supports with progress, attendance, punctuality and outcomes
- With the Community Cohesion Leader (non-GRT), liaise with AP PDBW in regards to student council and contribute ideas to build on school community cohesion
- With the EAL Team, support in developing Language Leader Ambassadors to lead on the integration programme who will promote their work through assemblies and form time
- With the Community Cohesion Leader (non-GRT), connect with outside agencies to come in and promote community cohesion, create a follow up support package to ensure intervention has impact
- With the Community Cohesion Leader (non-GRT), track and monitor impact of programmes that are in place to ensure impact is measured, areas of development are identified

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Specific Responsibilities:

- Develop strong relationships with Leeds City Council to further support the Academy in delivering a strong message about the importance of attendance.
- To identify students who are at risk within the GRT community in response to intel and intervene to minimise impact on future outcomes
- Forge strong relationships with hard to reach GRT parents.
- Design and implement a bespoke and responsive support programme which supports young GRT people to effectively manage risk and change resulting in academic and personal success
- Seek opportunities for Leeds East Academy GRT students to be involved in positive regular community support work and voluntary services.

- Deliver regular positive news stories for the various social media platforms across the Academy, ensuring that the work completed within the community is regularly publicised.
- Develop relationships with local businesses to support the Academy both through educational, aspirational visits / talks and financial support.
- Ensure that all aspects of the Academy website related to attendance and community transformation are kept regularly updated.
- Support throughout the academy day with wider duties of the Pastoral Team, specifically, supporting with On Call.

Other Duties:

- ◆ To carry out morning, break, lunch and after school duties as required by the leadership team.
- ◆ To participate in meetings with colleagues and parents relative to the post.
- ◆ Carry out any other duties as directed by the Assistant Principal.

Equal Opportunities:

- To promote equal opportunities in Education in Order that all children and families will gain optimum benefit from the service provided
- To promote and ensure that all students and young people are happy, healthy, safe, successful and achieve economic wellbeing

Generic Staff Requirements:

- Uphold the professional standards expected of every member of Academy staff in all dealings with colleagues, students, parents / carers and the wider community
- Adhere to the principles expressed in the aims of the Academy and its mission statement
- Actively contribute to the continued development of the Academy by attending training, participating in relevant meetings, and putting forward ideas for improvement
- Be a positive, collaborative team member
- Apply Academy policies in all aspects of the role
- Keep up to date with all aspects of the safeguarding children policy as it applies to the post

Whilst every effort has been made to explain the main duties and responsibilities for the post, each individual task undertaken may not be identified, especially in the context of a new and growing Academy which requires flexibility in all of its employees.

This job description is current at the date shown but, in consultation with the postholder, may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.

All postholders are accountable through The White Rose Academies Trust Performance Management Policy. The Governors and Principals of The White Rose Academies Trust are committed to safeguarding and promoting the welfare of children and young people and ensuring that safer recruiting procedures are in place.

The White Rose Academies Trust is committed to safeguarding and promoting the welfare of its students and expect all staff and volunteers to share the commitment. Appointments will be subject to Safer Recruitment Procedures and a DBS check.

We promote diversity and want a workforce which reflects the population of Leeds. Applications are welcome from all, irrespective of sex, sexuality, race, religion, marital status, age or disability.

This job description will be reviewed annually. The post-holder may be required to take on additional responsibilities when necessary to ensure the effective running of the Academy.

Signed		Dated	
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