

Academy
Transformation
Trust

Belonging Manager

Application Pack

ATTFE College

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Welcome from the Chief Executive

Thank you for your interest in joining Academy Transformation Trust. Choosing the right next step in your career is an important decision, and I am delighted that you are considering doing so with us.

At ATT we are driven by a simple but profound belief: every child can and should become capable, competent, and confident. Our purpose is to transform lives through education, and our strategy, ATT2030, sets out how we will achieve this for every pupil, every colleague, and every community we serve.

We know that people are at the heart of everything we do. Our trust thrives because of the talent, dedication, and values of our colleagues. If you choose to join us, you will become part of a high-trust, high-accountability organisation where principals are empowered to lead, colleagues are supported to grow, and everyone is united in the moral purpose of education.

We are ambitious for our pupils and ambitious for our people. Across the trust you will find a culture of collaboration, professional excellence, and deep care for one another. We celebrate hard work, integrity, and teamwork, and we create opportunities for everyone to flourish.

I wish you every success with your application. Whether or not you go on to join us, I hope you will recognise that ATT is a community committed to excellence, to belonging and becoming, and to ensuring that all of us – pupils and adults alike – leave more capable, more competent, and more confident than when we arrived.

With best wishes,



Mark McCourt
Chief Executive Officer



About Academy Transformation Trust

At Academy Transformation Trust (ATT), our ambition is that every person who passes through our schools and colleges becomes an educated person – able to take a rightful place in the community of educated people and to join what Robert Maynard Hutchins called “the Great Conversation.” An ATT education stresses history, the scientific mode of thinking, the disciplined use of language, a wide-ranging knowledge of the arts and religion, and the continuity of human enterprise. We aspire for everyone, regardless of their starting point, to leave us capable, competent, and confident.

Our Values

ATT2030 sets a values-driven culture that is explicit about how we work and lead:

- **Belonging & Becoming:** we meet each child where they are and refuse to leave them there – giving them both roots and wings.
- **Integrity & Excellence:** we act ethically, celebrate excellence, and pursue high standards in all that we do.
- **High Trust, High Accountability:** decision-making sits close to pupils and communities; principals are trusted as strategic leaders; the central team acts as expert partner; accountability is professional, dialogic, and focused on learning and improvement.

Our Three Goals

Everything in ATT2030 is organised around three interlinked goals that describe the kind of people – pupils and adults – we are forming:

- **Capable:** equipped with the knowledge, skills, and emotional readiness to perform to a high standard, adapt to change, and contribute meaningfully.
- **Competent:** possessing the knowledge, habits, and judgement to get things done – well, reliably, and independently – handling setbacks and making steady progress.
- **Confident:** feeling safe, happy, and known – secure enough to take risks, speak up, and grow with purpose and integrity.



Our Nine Aims (by 2030)

These goals translate into nine aims that define success for ATT by 2030:

Capable

1. Professional Excellence – skilled professionals delivering consistently high standards.
2. Fluent Learners and Thinkers – confident, curious learners fluent in communication and technology.
3. Multiple Pathways to Success – diverse routes that recognise varied talents and passions.

Competent

4. Purposeful, Knowledge-Rich Learning – rigorous, meaningful learning that enriches lives.
5. Unwavering Focus – purposeful use of time and energy on what matters most.
6. Strength Through Challenge – resilience built by tackling challenge and learning from it.

Confident

7. Valued and Empowered Individuals – everyone known, valued, and supported to be their best.
8. Leading with Integrity, Celebrating Excellence – values-led leadership and cultures that recognise excellence.
9. Moments That Shape Us – deliberate rites of passage and significant experiences that foster growth and self-discovery.

Our Approach to Working Together

We are building a high-trust, high-accountability organisation. Principals are empowered as strategic leaders of their academies; the central team provides expert challenge, support, tools, and evidence; accountability is reframed as professional dialogue aimed at continuous improvement, not blame. This is how we ensure that every child leaves us capable, competent, and confident.



Vision

To be recognised as an outstanding provider of Further Education and be the provider of choice of our local communities.

Mission

To bring together people who are dedicated to developing and delivering the highest quality learning, ensuring all learners acquire skills and develop knowledge that equips them to lead more fulfilled lives and play their part in driving up the growth of our local and regional economy.

Values

- **Achievement** – Succeeding and celebrating together
- **Teamwork** – Listening to staff, learners and stakeholders
- **Transformation** – Driving continual improvements
- **Flexibility** – Responsive to local needs
- **Equality** – Caring for the wellbeing of all staff and learners

Ethos

Academy Transformation Trust Further Education (ATTFE) College strives to raise the aspirations and achievements of the communities that it serves, providing high quality, innovative education and training for learners who are aged 16+ (including adults). We take a learner-centred approach towards education and lifelong learning opportunities that supports the learning needs of the local environment.

At ATTFE College, learners pursue their educational goals in an inclusive environment that values and celebrates diversity, individuality, mutual respect, civic responsibility and social integration.

Equality and diversity is central to all practices and policies within ATTFE College. It is an organisation where everyone respects each other and recognises their own responsibility in actively promoting equality.

Our aims are to ensure that we meet the needs of all, taking account of:

- Gender, ethnicity and culture
- Religion, creed and language
- Sexual orientation, age and health
- Ability and disability
- Social and economic circumstances

ATTFE is committed to the regeneration of the communities in which its learners live and is committed to working through collaboration, consultation and partnership with the wider community.



Job Description

Belonging Manager

Main Purpose of the Role:

Belonging Manager will provide strategic and operational leadership to ensure all learners—particularly those from underrepresented, disadvantaged or vulnerable groups—are **fully included, engaged and supported to achieve positive outcomes** on the ATTFE College Programme of Study and EVOLVE provision.

The postholder will champion inclusive practice across curriculum and support services, working collaboratively with staff, learners, parents/carers and external agencies to remove barriers to learning, improve retention, attendance, behaviour, and progression.

Key Responsibilities:

Strategic Leadership

- Lead the development and implementation of the college's **Inclusion, Equality, Diversity and Engagement strategy** in line with college priorities and the Ofsted Education Inspection Framework.
- Act as the ATTFE College's **strategic lead for learner engagement**, inclusion, and social mobility for Programme of Study and EVOLVE provision
- Use data and learner voice intelligently to shape provision and target interventions.
- Line Manage the EVOLVE Inclusion Lead
- Line Manage the Engagement and Inclusion Lead Practitioner
- Lead on a 'Preparing for Adulthood' strategy for PoS and EVOLVE (money management, positive relationships, applying for jobs etc)

Learner Engagement and Retention

- Develop and oversee approaches that improve **engagement and learner behaviour**.
- Lead targeted engagement interventions for priority groups within the Programme of Study and EVOLVE provision including:
 - SEND learners
 - Learners with EHCPs
 - Looked After Children and care leavers
 - Learners from disadvantaged backgrounds
 - Learners at risk of disengagement or withdrawal

- Embed positive behaviour and restorative approaches across ATTFE College.
- Lead on Learner Voice for Programme of Study and EVOLVE
- Promote Learner Wellbeing activities within Programme of Study and EVOLVE

Inclusion and SEND

- Work closely with the SEND team to ensure effective mainstream inclusion and support.
- Lead on obtaining SEND data from secondary schools for Programme of Study linked to individual learners
- Receive referrals in to EVOLVE and ensure all EVOLVE staff have relevant learner SEND information
- Co-Ordinate and deliver interventions when and if needed
- Deliver and Co-ordinate delivery for the 'Preparing for Adulthood' interventions

Managing Safeguarding Concerns

- Support the central point of contact for all safeguarding concerns in the role of deputy designated safeguarding lead
- Triage and assess concerns involving:
 - Students under 18 (child protection)
 - Vulnerable adults (adult safeguarding)
- Make referrals to:
 - Children's Social Care
 - Adult Social Care teams
 - Police and other statutory agencies where required
- Ensure timely, proportionate action and escalation.
- Engage in ATTFE College safeguarding meetings, training sessions and CPD
- Meet with multi agency partners to support safeguarding concerns
- Log routinely on to CPOMs to keep 'tight lines' for safeguarding.

Cross-College Collaboration

- Work closely with all departments within ATTFE College.
- Represent the college within local networks and multi-agency partnerships.
- Work with the Trust on the inclusion agenda
- Liaise with external agencies including local authorities, youth services, employers and voluntary organisations.

Quality, Data and Impact

- Monitor and evaluate the impact of engagement and inclusion initiatives using data and learner feedback.
- Contribute evidence and self-assessment to support Ofsted inspection readiness.
- Prepare reports, action plans and improvement updates for senior leadership.



Person Specification

Belonging Manager

	Essential	Desirable	How will this be demonstrated
Professional Qualifications and learning	<ul style="list-style-type: none"> Educated to degree level or equivalent professional experience. 	<ul style="list-style-type: none"> Teaching qualification or relevant professional qualification. 	<ul style="list-style-type: none"> Application Form/Checking and Original Copy evidence
Experience	<ul style="list-style-type: none"> Significant experience working within Further Education, sixth form or post-16 education. Experience of leading or influencing change across teams. Strong data literacy and understanding of quality improvement processes. 	<ul style="list-style-type: none"> Experience of working with local authorities or multi-agency partners. 	<ul style="list-style-type: none"> Application form/Interview
Knowledge that supports the role	<ul style="list-style-type: none"> Strong understanding of inclusion, SEND, safeguarding, equality and learner engagement. 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> Application form/Interview
Expectations of Role	<ul style="list-style-type: none"> Proven ability to improve learner outcomes through effective intervention. Excellent communication, relationship-building and problem-solving skills. 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> Application form/Interview
Other requirements	<ul style="list-style-type: none"> This post is subject to an Enhanced disclosure and barred service check. Right to work in the UK. 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> Application form/Interview



Recruitment & Selection

You can expect the following from the Recruitment & Selection process:

Prior to Interview

- Adverts & Candidate packs that give the full detail of the role (responsibilities, pay, development etc)
- A point of contact for the vacancy within the Trusts recruitment team to advise on each step of the recruitment process
- A full and comprehensive vetting process, that meets and exceeds the requirements of Keeping Children Safe in Education 2025 [Keeping children safe in education 2025](#)
- An applicant tracking system that allows you to enter details with ease and receive updates to the progress of you application and or pre-employment checks
- Selection for Interview based upon the Job Description and Person Specification

Interviews

- The opportunity to prepare with enough notice for interview processes
- A meet and greet at the place of work (Academy or Office) with members of the panel. If the Interview is held on Teams an opportunity to meet at later date
- The opportunity to ask questions and have a full interview with discussion around the role

Following the Interview

- You will receive notification as to whether you were or were not successful
- You will be given an opportunity to obtain feedback
- If successful further safer recruitment checks will take place
- You will receive a conditional offer of employment and contracts of employment will not be issued until all checks are received and are satisfactory

Induction

- You will receive a Trust Induction and a localised induction which will give you further information on policies, process and procedures that impact your role
- You should expect regular opportunities to meet with your line manager to address any issues or concerns you may have or to plan any required training you may need
- You should expect to have all the equipment you need to begin your role
- You will have access to the Trusts benefit platform VivUp from day one of employment



What is our Institute?

Our ATT Institute is the cornerstone of ATT colleague professional development for all roles and career stages, bringing the best development opportunities from accredited courses to one off training sessions. All our courses are evidence-based and facilitated by extremely knowledgeable professionals, so we know that all our colleagues receive the best training available. Our offer is designed and delivered by a group of expert colleagues with the needs of all our stakeholders in mind. Whatever your current role and aspirations, there will be something in our offer to support you in reaching the next step of your career journey

Personal Development (PD) Opportunities for our Colleagues

Our Academy Transformation Trust Institute (ATTI) has a suite of training opportunities and professional development pathways across all our directorates: Education, Finance, Governance, Trustees and operations.

These are promoted internally via our dedicated SharePoint and directed communications, and externally via the [ATTI webpage](#). Our ATTI offer is continually evolving to meet the ever-changing professional development needs of our colleagues and includes a range of accredited courses and bespoke training opportunities.

Strategic Collaboration

Collaboration is essential to the continued improvement of our academies and colleagues. We create a culture of collaboration through our professional networks and enable colleagues to drive our Trust priorities within their domains of expertise





Belonging Manager

Applying: Expressions of interest should be in the form of a letter (two sides of A4 max) to the Principal outlining your skills, experience and the impact of your work.



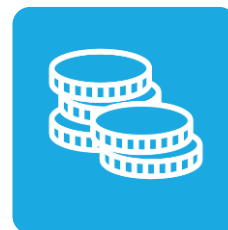
Status:

37 hours per week

All year round

Salary:

NJC Point 30 – Point 34 (£40,777 - £45,091)



Closing Date:

Monday 20th July 2026

Start Date:

1st August 2026



Interviews:

To be confirmed

We utilise an application tracking system which will require data from you in order to complete the application process. If you are struggling to access this system or wish to have an informal conversation regarding the role, please reach out to the contact on the advert and they will be able to support you.





 @academytransformationtrust

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