



ROEDEAN

Join the Roedean Team

ATTENDANCE OFFICER /
SCHOOL OFFICE ADMINISTRATOR

Girls First: Empowered, Encouraged, Engaged

ON SITE FARM	FOUNDED 1885	48 % BOARDING
5 OFFERS FOR OXBRIDGE		OVER 1/3 OF ALL GCSES WERE GRADED 9 IN THE LAST 2 YEARS
ACADEMIC MENTORING PROJECTS	45 ACRES	
FLOOD-LIT ALL-WEATHER PITCH ON SITE	100 CO-CURRICULAR ACTIVITIES	355 -SEAT THEATRE
GIRLS FROM OVER 40+ COUNTRIES	£11m BOARDING REFURBISHMENT	128 YEARS ON CURRENT SITE
58% OF 2026 COHORT PURSUED STEAM AT UNIVERSITY	ON THE CLIFFS OVERLOOKING THE ENGLISH CHANNEL	400 STUDENTS ON ROLL

Welcome to Roedean



Roedean is an extraordinary school on an extraordinary site – the girls play cricket and hockey with the sea's blue in front of them and the green of the South Downs behind them, the Maths and Humanities classrooms have perhaps the best views of any in the country, and which other boarding houses have been likened to a boutique hotel? But it is not just the location, but the strong academic focus with a genuine belief in the importance of creativity and an all-round education that makes Roedean unique.

This is an exciting time for Roedean which is marking the 141th anniversary of the foundation of the School, although it moved to its current site in 1898. Ever since its foundation, Roedean has been renowned for providing girls with an exceptional holistic education, and this certainly remains the case today: the girls excel in many fields, achieving excellent academic results, while also playing music beyond diploma level, debating in the Oxford Union finals, playing Netball in Sri Lanka, and throwing themselves into partnership work in the community and beyond. Students achieve Advanced 1 in Ballet, design and race their F24 electric car, exceptional artists can finish A Level Art in a year and then complete a certificated foundation year before applying for direct-

entry Art degrees, and over the last two years, two students have successfully solo swimming across the Channel to France.

The School numbers around 400 students, and about half of that number are day girls, joined by boarders from over 40 countries.

Roedean is clearly thriving and, in addition to the evident success in the Arts and particularly STEM subjects, as well as in many areas of school life beyond the curriculum, it is wonderful that the findings of our last three ISI Inspection reports in 2016, 2021, and 2025 all highlighted the excellence in Roedean provision and outcomes for students. Despite current pressures, it is clear that the School is in fine fettle, and where it will be in the coming years is an exciting prospect.

Roedean really is a great place to work – we hope that you would like to join us.

Niamh Green
Head

The Role

Reporting to the Deputy Head, Pastoral, the Attendance Officer / School Office Administrator will have day-to-day responsibility for the effective administration, monitoring and reporting of student attendance, working closely with the pastoral and safeguarding teams to identify concerns and support excellent attendance.

Main Duties

- Maintain accurate daily attendance records, ensuring absence reasons and attendance codes are recorded appropriately, and any discrepancies are followed up promptly.
- Monitor daily attendance and identify students whose absence has not been explained, following the School's procedures for first-day absence and escalating concerns where appropriate.
- Monitor individual student's attendance and punctuality, identifying emerging patterns, persistent or repeated absence and other causes for concern.
- Work closely with Heads of Year, Pastoral Managers, boarding staff and the Deputy Head, Pastoral to support early intervention where attendance concerns arise.
- Recognise attendance as a safeguarding matter, identifying and promptly escalating unexplained, concerning or prolonged absence or patterns to the appropriate pastoral or safeguarding lead, and supporting referrals to external agencies where required.
- Monitor and report on attendance patterns for pupils with visa requirements, escalating concerns as appropriate and supporting the School's compliance with UKVI regulations.
- Support appropriate follow-up with parents/carers/guardians regarding attendance concerns, maintaining clear and accurate records of communication and actions taken.
- Maintain accurate records of attendance interventions, referrals, correspondence and agreed actions.
- Support the monitoring of students returning following periods of absence and provide relevant information to pastoral colleagues.
- Produce and analyse attendance data to identify patterns and trends at student, year-group and whole-school level, highlighting areas of concern to the Deputy Head, Pastoral.
- Contribute to the review and effective implementation of the School's Attendance Policy and associated procedures.
- Monitor the completion of daily registers and follow up promptly with relevant staff where registers are incomplete or require correction.
- Ensure late arrivals and other changes to students' attendance during the school day are accurately recorded and reflected in the School's attendance system.
- Share responsibility with the School Office and pastoral teams for promptly identifying, tracking and following up pupils who are unaccounted for during the school day, ensuring concerns are escalated in accordance with the School's attendance and safeguarding procedures.
- Undertaking other reasonable administrative duties appropriate to the role, as directed by the School Office Manager or Deputy Head, Pastoral.

To assist the School Office Manager with other duties which may include:

- Providing general administrative support to the School Office and wider School as required.
- Providing reception cover when required, welcoming students, parents, visitors and other members of the School community in a professional and helpful manner.
- Supporting the smooth day-to-day running of the School Office, including routine administrative tasks, record keeping, correspondence and preparation of information.

- Assisting with School diary management and the organisation and administration of whole-School events.
- Supporting the administration of the annual ISI and DfE Census and maintenance of the Statutory School Roll.

Person Specification

Essential

- High level of accuracy and attention to detail when maintaining student records and attendance data.
- Ability to handle sensitive and confidential information appropriately.
- Ability to communicate confidently and sensitively with parents/carers/guardian regarding student absence and attendance concerns.
- Ability to recognise when an attendance concern requires escalation.
- An understanding of the importance of attendance in relation to student wellbeing and safeguarding.
- Ability to build positive and professional relationships with students, parents/carers/ guardians and colleagues, including when dealing with sensitive or challenging attendance matters.

Desirable

- Previous experience of attendance administration within a school or educational setting.
- Knowledge of school attendance procedures and statutory expectations.
- Experience of analysing attendance data and identifying patterns or trends.

Skills and abilities

- Excellent IT skills, including a good working knowledge of Microsoft Office and databases
- Excellent numeracy/literacy skills
- Ability to identify potential difficulties/issues, analyse them and make recommendations.
- Ability to undertake medium term planning.
- Ability to plan and develop systems.

The School does not have a licence to sponsor migrants under the worker or temporary worker routes. Individuals who wish to work at the School will therefore need to hold or establish immigration status that allows them to work in the UK. The School is legally required to check that all successful job applicants hold the right to work in the UK before work can commence.

The Package

Salary: £29,661 - £31,728 (FTE). Actual salary £25,097 - £26,847. Depending on experience.

Hours: 7.00am – 4.00pm (with 1 hour unpaid lunchbreak), 40 hours per week, Monday – Friday. This role is term time plus 2 weeks during the summer holidays. We welcome applications from candidates who wish to undertake this role as part of a job-share arrangement. Applicants interested in job- sharing are encouraged to indicate this in their application.

Other Benefits include:

- **Pension** – Contributory pension scheme
- **Remission of fees** for a daughter attending the school, in line with the current policy of the School Council, subject to the usual standards and procedures for admission (currently 40% - pro rata for part time staff)
- **Death in service benefit**
- **Dining and refreshment facilities** throughout the school day whilst on duty
- **Sports and Leisure** – use of the swimming pool, fitness suite and tennis courts (subject to availability). Weekly yoga classes are available after work
- **Wellbeing** – Staff have access to a confidential advice and telephone support service. Regular staff social events
- **‘Cycle to Work’ scheme**
- **Free parking on site**

Safeguarding

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the School's Safeguarding and Child Protection Policy Statement at all times. If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School s/he must report any concerns to the School's Designated Safeguarding Lead or, if he/she is the School's DSL, to the Head and relevant agencies.

Roedean is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS) and a safeguarding interview.

Roedean is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Roedean. At Roedean School we are committed to building a diverse and inclusive workplace, so we encourage you to apply even if your past experience does not align perfectly with every qualification or experience in the information provided.

How to Apply

Applications should be made via the My New Term Application Form. This can be found by clicking the 'Apply Now' button on our website (www.roedean.co.uk/Vacancies). Please note we do not accept CVs.

If you have any questions about the role, please contact Maria Fabozzi, HR & Recruitment Officer - vacancies@roedean.co.uk

Closing date for applications is 9.00am, Monday 12 October with interviews taking place on Thursday 15 October. Due to the need to appoint quickly we reserve the right to interview and appoint at any time.

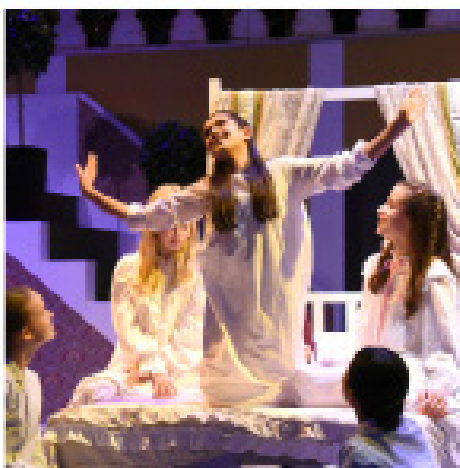
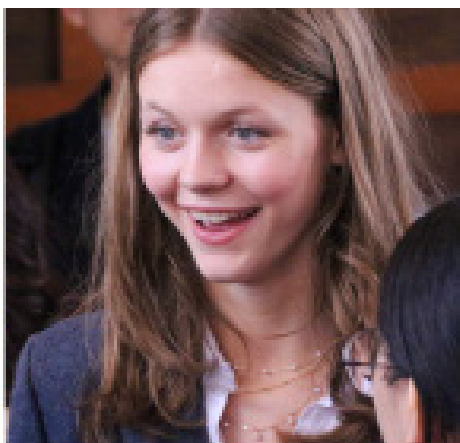
This job description is intended to provide an outline of the principal responsibilities of the role. It is not exhaustive and may be reviewed and amended in response to the changing needs of the school and its pupils.

Why Work at Roedean?



At Roedean, we are seeking dedicated and enthusiastic members of staff, who are keen to prioritise the girls' well-being and happiness at all times. We are looking for those who enjoy working as part of a team, and who appreciate the importance of the girls' all-round experience at school. We are hoping that the girls will become life-long learners, always keen to undertake new challenges and learn from their experiences, and

Roedean has the same wish for its staff; the school is happy to provide support and training to facilitate the professional development if needed. All members of staff at Roedean enjoy strong and meaningful relationships with the girls, characterised by mutual trust and respect, and this was highlighted in our outstanding ISI Inspection report.



The School Today

Roedean numbers around 400 girls, bringing together students from over thirty-five countries around the world and those who live very locally; these different cultures and experiences add a great deal to the girls' experience, particularly in our increasingly globalised society, and ISI Inspectors remarked that 'the cultural development of pupils is excellent', and commented on the 'mutual tolerance and respect' which came from the integration between pupils from different countries, and between the day girls and those who board.

Founded in 1885 by three sisters to provide 'a thorough, physical, intellectual and moral' education with 'as much liberty as is consistent with safety', the School has always broken the mould. Today, Roedean is determined to empower the girls to challenge themselves to realise their considerable potential; they are given the opportunity to grow up at their own pace, not constrained by finite expectations, and they have the freedom to develop their talents and passions.

Roedean's ethos is clearly focused on the remarkable benefits of a holistic approach to education, in which academic pursuits are complemented by a wide range of co-curricular activities, and the founding Lawrence sisters would be delighted with their legacy today. With over 100 activities on offer every week, the girls enjoy international travel opportunities, a Farm on the school site, the annual House Drama Festival, and our flood-lit all-weather pitch at the heart of the School. Roedean girls excel in a range of sports, and many musicians and dancers perform

beyond Grade 8 level – all such activities have their own intrinsic value, but they also have huge benefits for the girls' academic endeavours. Our 'Wild Fridays' programme sees all of Year 7 and 8 spending every Friday afternoon outside, learning bushcraft skills and orienteering, looking after the animals on the Farm, and outdoor adventure – and they love it! All girls in Years 9 and 10 undertake Bronze and Silver Duke of Edinburgh's Awards, and some also have the opportunity to join the CCF contingent at Lancing College.

Our partnership with St Mark's Primary, in the Whitehawk estate, is hugely rewarding for the pupils at both schools – there are a range of joint weekly activities, we fund-raised and built a Library on their site from scratch, and one year-group comes to Roedean each week for a morning of academic and sporting enrichment. Furthermore, the Roedean Academy, a programme of academic enrichment for Year 10 students, brings together academically gifted and engaged students from six local schools in the maintained sector with those at Roedean, to challenge their academic expectations and broaden their horizons.

Philanthropy is also central to what we do. 100 hot meals are sent each week into the community to feed the homeless in Brighton, 12 girls travel to Moldova each year to teach English to Ukrainian refugees and Moldovan orphans, and the community raised over £48,000 for a range of charities last year.



ROEDEAN'S ETHOS

At Roedean, there can be no doubt that the girls' rounded education 'makes a considerable contribution to their personal development' (ISI Inspection), and it is precisely this which produces independent and creative young women who will make their mark in the world. In the same way that Roedean encourages the girls to pursue a

variety of interests, we expect the staff to be committed to the busy life of this boarding school; it is wonderful when staff join the orchestra or play in the staff-student sports fixtures, and the girls love it when members of staff congratulate them on their role in the previous night's play or the goal they scored in the fixture at the weekend.

ROEDEAN'S CAMPUS AND FACILITIES

Roedean is located on a beautiful 45-acre campus, and owns a further 75 acres of land adjacent to the site. It is the only school in the UK to be set within a National Park and on a coastline, as well as being in the boundaries of a vibrant city. The Grade II listed main building and Keswick House were designed by the leading Victorian architect and Roedean parent, Sir John Simpson, who also designed the original Wembley stadium. The main building incorporates the four main boarding houses, the dining rooms, the Library, and the teaching and administration spaces. Later additions include the Chapel, Science Laboratories, the Theatre and dance studios, the Music wing, Keswick House, and Lawrence House. We also have

an indoor swimming pool, a Sports Hall, which includes a multi-gym, and numerous playing fields to the front and side of the school. With a £1½ million refurbishment of the Sixth Form facilities in 2019, a small Farm on site with sheep and pygmy goats, a refurbishment of our 355-seat Theatre in 2021, and an all-weather flood-lit pitch at the heart of the School, Roedean certainly has wonderful facilities and buildings. A transformation of the Library was completed in April 2024 and delivers an outstanding study, research, and exhibition space within the School's original school hall, further enhancing Roedean's academic provision.





ROEDEAN

Roedean School, Roedean Way, Brighton, East Sussex BN2 5RQ
+44(0)1273 667531 roedean.co.uk

Charity No: 307063