

Cover Supervisor (Grade 4)

Required as soon as possible





Ernesford Grange Community Academy is a thriving 11-18 school, with fantastic facilities and a happy, committed team of colleagues whose sole aim is to bring the very best out of our students.

We are part of the Sidney Stringer Academy Multi Academy Trust, which consists of five schools led by Sidney Stringer Academy. The schools are Radford Primary Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Sidney Stringer Academy and Sidney Stringer Primary Free School.

Our vision is to achieve excellence for all with a mission to work together to inspire a learning culture of high expectations with no excuses, where every member of our school community can be proud to belong to Ernesford Grange Community Academy and all students will achieve outcomes which will enable them to succeed in modern society

Teaching and Learning is at the heart of everything we do alongside the belief that every child can achieve no matter the barriers. We have a very firm no excuses culture and have the highest expectations of our young people and our staff. Ernesford is a very collaborative, supportive and inclusive school and it is our wonderful staff who drive the culture of belief in the young people and what they can achieve. Staff CPD is a key component of our continued improvement in high quality teaching and learning and we invest heavily in this aspect of school life

Cover Supervisor

We have a team of Cover Supervisors who work to cover staff when they are absent. Many of our Cover Supervisors have used this role to gain the necessary experience to progress in to teacher training and have gone on to become successful teachers and as Sidney Stringer Academy, the lead school within our Trust, runs the Coventry SCITT (School Centred Initial Teacher Training) you will be in a very strong position to gain a place if you are successful as a Cover Supervisor.

All of our Cover Supervisors are attached to a House team and also to a curriculum area. When cover is light then you will be expected to offer support within your identified area or to help with exam invigilation if needed.

This is an ideal opportunity for graduates who want to gain experience of working in an Academy and also decide if teaching is the career for you. In return you will be well supported, be part of a strong team and where possible there could be opportunities to pursue Teaching with the Academy.

Why work at Ernesford Grange Community Academy?

Why should you commit your future to the children of Ernesford Grange Community Academy?

I asked some of our Ernesford colleagues earlier this term what it was that made them love working here quite so much and this is just a snippet of what they said:

- We are a genuine family where the staff care just as much about each other as they do about our wonderful students
- SLT actually trust staff to work and do not micro manage everything
- It feels like the responsibilities during the tough times and decisions are shared to make it a little easier on everyone
- We have a dedicated Director of Staff Well-Being who genuinely wants to make sure we are all happy and enjoying our time at school
- SLT listen to you and actually take on board suggestions on how to keep improving
- We care about others. Really care. Not the care that you do because you have to, or because you feel obliged to.
- Engaging and challenging schemes of work in place which eases workload as they require differentiating according to group need rather than re-creating. These are reviewed constantly so if we need to think of something new we share the workload as a team.

The staff survey from June 2020 highlighted that 99% of colleagues felt that staff morale was good or outstanding, 98% felt the support they received from their line manager was good or outstanding and 95% of staff felt that the management of pupil behaviour was good or outstanding. It is our aim to get 100% for each of these categories in the next survey.

In addition there are benefits to being a colleague within Sidney Stringer Multi Academy Trust

- **100% attendance - 1 day off following year**
- **Staff Development- new leadership challenge programme and subsidies for Masters' degree Chromebooks for teaching staff and class sets for lessons**
- **Social committee with subsidised events**
- **Revision sessions paid for (Subject to minimum numbers)**
- **Occupational health and counselling support**
- **Cycle Scheme**
- **Free Flu jabs**
- **Long service awards**
- **Potential to work across more than one school/phase if appropriate**

JOB DESCRIPTION – Cover Supervisor

Sidney Stringer Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

GRADE: 4
HOURS: 37 hours per week – Term time only plus 5 days
(Teacher Training days)
Monday to Thursday 8.00 am to 16.00pm and Friday 8.00am to 15:30pm

JOB PURPOSE: To provide cover supervision in the event of the short-term absence of teaching staff within the school

- To provide in-class support to other learning activities
- To assist with lunchtime supervision where necessary
- To assist with after school and break duties as part of the rota
- To offer after school enrichment activities
- To assist with the House tutorial programme as a co-tutor

DESCRIPTION OF DUTIES AND RESPONSIBILITIES:

Cover Supervision

- Supervise whole class to undertake work/activities that have been set by teachers in accordance with the school policy, including introducing and closing the class.
- Take the register in accordance with school procedures.
- Manage the behaviour of students whilst undertaking cover supervision to ensure a constructive environment.
- Encourage students to interact and work co-operatively with others and engage all students in activities.
- Respond appropriately about process and procedures relating to the learning activity.
- Deal with any immediate problems or emergencies according to the School's policies and procedures.
- Collect any completed work at the end of the lesson, returning it to the appropriate teacher.
- Ensure that communication links with the appropriate teacher are established to ensure continuity is maintained.
- Report back, as appropriate, using the Schools agreed procedures on the behaviour of students during the class, and any issues arising.
- When not required to cover for absent teachers, other duties will be carried out by arrangement with the Cover Manager.

In Class Support

To assist with various learning activities as directed by a class teacher. Activities will vary according to the subject/age of students but could include working with individual students or small groups, and assisting with the supervision of school visits.

Exam Invigilation

Assist as part of a team in invigilating examinations, either internal or external exams.

Tutorial

To assist as a co-tutor in one of the 5 houses.

General

- The postholder must carry out his or her duties with full regard to the Sidney Stringer Academy Equal Opportunities Policy.
- To support with after school activities as directed by the Assistant Principal responsible for enrichment.
- To be available for 2 lunchtime duties for 25 minutes each week as directed by the Assistant Principal leading on duties.
- The postholder will perform any other duties and responsibilities within the range of the salary grade.

Other Duties

- To undertake such other duties, training and/or hours of work as may well be reasonably required and which are consistent with the role.
- To participate in performance management arrangements.
- To adhere to published school policies and procedures.
- To attend regular meetings with line manager.

Safeguarding

Teachers are accountable for the way in which they exercise authority, manage risk, use resources and protect students from discrimination and avoidable harm. All staff, whether paid or voluntary, have a duty to keep young people safe and to protect them from physical harm. When an individual accepts a role that involves working with children and young people they need to understand and acknowledge that the responsibilities and trust are inherent in that role.

- The jobholder is expected to observe their obligations in accordance with the Academy's Child Protection Procedure, and to report any concerns that they may have regarding a child or young person's welfare to the appropriate person. A copy of the Academy's Child Protection Procedure can be obtained from the jobholder's line manager.
- ***The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.***

Rehabilitation of Offenders Act 1974

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions and reprimands being considered. Any convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Principal by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with the Academy's Disciplinary Procedure.

Health and Safety

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in the Academy's Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

Confidentiality and Data Protection

The jobholder is expected to comply with the provisions of the Data Protection Act 1998. Any information they have access to, or are responsible for, must be managed appropriately and any requirements for confidentiality and security observed. Information must not be disclosed to any person or Authority, for example a parent or the Police, without observing the correct procedure for disclosure as set out in the Academy's Data Protection Policy.

Equality and Diversity

Sidney Stringer Multi Academy Trust is committed to equality and values diversity. As such the Academy is committed to fulfilling its Equality Duty obligations, and expects all staff and volunteers to share this commitment. The Duty requires the Academy to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age, gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they come into contact with, with dignity and respect and are entitled to expect this in return.

Training and Development

Ernesford Grange Community Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development, and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

This job description reflects the major tasks to be carried out by the jobholder and identifies the level of responsibility at which the jobholder will be required to work, as at the date on which the last review took place.

This job description may subject to review and/ or amendment at any time to reflect the requirements of the job. Any amendments will be made in consultation with any existing jobholder, and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.

Job Description Reviewed By: D Burrows (October 2021)

PERSON SPECIFICATION

ATTRIBUTES	REQUIREMENTS
QUALIFICATION	<ul style="list-style-type: none">▪ At least 5 GCSE's, Post 16 + higher qualifications
KNOWLEDGE & UNDERSTANDING	<ul style="list-style-type: none">▪ Of the needs and characteristics of young people▪ Of supervision and behaviour management techniques▪ Of the importance of positive role models for young people▪ Of strategies, including literacy, numeracy, ICT, independent learning, special educational needs and anti-racism to ensure effective learning▪ Of equal opportunities and anti-discriminatory practice in the context of the school community
SKILLS & ABILITIES	<ul style="list-style-type: none">▪ A personal presence▪ To communicate effectively – verbal and written▪ To motivate and encourage students to work co-operatively▪ To establish and maintain good professional relationships with adults and young people and to deal with difficult situations sensitively▪ To be a team player▪ To organise and co-ordinate classroom activities▪ The ability to converse at ease with members of the public (including colleagues, pupils and parents) and provide advice and information in accurate spoken English is essential for the post
ATTITUDES & VALUES	<ul style="list-style-type: none">▪ High expectations of personal performance and of pupils' success▪ Commitment to one's own learning▪ A belief that schools can make a difference
EXPERIENCE	<ul style="list-style-type: none">▪ Of working with groups of young people, preferably of secondary age▪ Of resolving problems and handling challenging situations▪ Of managing behaviour effectively▪ An EXCELLENT attendance record
SPECIAL REQUIREMENTS	<ul style="list-style-type: none">▪ This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. A DBS Disclosure will be required prior to appointment



Cover Supervisor

Required as soon as possible

Grade	4 - (£18,979 - £21,951 pa actual salary)
Working hours	37 hours per week Monday to Thursday - 8.00am – 16.00pm and Friday 8.00am to 15:30pm (half an hour lunch)
Term time	Plus 5 days (Teacher training days)

You will be employed by the trust which consists of five schools led by Sidney Stringer Academy. The schools are Radford Primary Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Sidney Stringer Primary Free School and Sidney Stringer Academy.

If you would like further information or to discuss the post in more detail then please contact **Denise Burrows, Head Teacher**– dburrows@egacademy.org.uk

How to apply

If you are ambitious for yourself and want to be part of a great team at this really exciting time then we would like to meet you.

For further details, an application form, and to apply, please visit our Website:
www.sidneystingertrust.org.uk

Please return completed application forms to the recruitment team –
recruitment@egacademy.org.uk [No hard copies to be sent in the post].

We look forward to receiving your completed application form.

Closing date: **30th November 2022 at midday**

Interview date: TBC

Any offer of employment to the above post will be subject to receipt of a satisfactory disclosure from the Disclosure and Barring Service.