VACANCY

Cover Supervisor

Start date	ASAP (subject to pre-start checks)
Contract term	Permanent
Working hours	30 hours per week Monday – Friday 8.15am to 3.15pm 1-hour unpaid break
Weeks per year	School term-times + Trust Training days, 2 School INSET days & 1 additional day
Salary range (per annum)	Support staff salary points 7 – 11 £27,274 to £29,071 (FTE) £18,831 to £20,072 (pro rata)
Location	Poole High School
Reports to	A member of the leadership team

About the Post

We are delighted to be recruiting for an enthusiastic Cover Supervisor to join our fantastic team at Poole High School. You will be teaching all subjects across the curriculum including. Previous post holders have used this as a springboard to a teacher training course.

We are looking for an outstanding individual who will relish the opportunity to:

- Supervise classes for absent teachers as required, assisting the students with the work that has been set by the Teacher or Head of Department.
- Provide feedback to the teacher of the behaviour and progress of classes and individuals
- Promote and safeguard the welfare of children and young people in accordance with our Safeguarding and Child Protection policies.

What we can offer you

- An opportunity to work in a school environment with wonderful children as well as exceptional colleagues
- High quality continued professional development and opportunities to progress
- Automatic membership of the Local Government Pension Scheme
- Free, confidential access to our Employee Assistance Programme, which offers a range of counselling services plus financial, legal and practical support from qualified professionals on a range of personal issues and access to online health and wellbeing resources
- A trust-wide intranet, where we share our news, information and resources
- Local discounts negotiated on behalf of our staff e.g. gym memberships, hair and beauty salons, chiropractic care, cycle shops, restaurants, motoring services, and retail/DIY stores
- Access to national discounts on a wide variety of huge brands
- Free and easy on-site parking

- The opportunity to work within Twynham Learning; a progressive multi-academy trust
- The opportunity to work in one of the most beautiful areas of the South Coast

Who we are looking for

We would love to hear from you if you:

- Are passionate about working with young people
- Want to pursue a career in education, possibly as a teacher in the future
- Have high energy, passion and a clear moral purpose which is driven by a desire to improve the life chances of young people
- Will embrace our highly supportive, professional approach to school improvement

You will also be keen to live our Twynham Learning employee values which are:

- Aim high
- Keep improving
- Don't leave anyone behind
- See the bigger picture

Any questions?

To discuss the post or your application, please contact Nikki Steele on 01202 662015 or email us at recruitment@twynhamlearning.com

How to apply

To apply for this vacancy, please submit a **Job Application Form and Diversity Questionnaire** by email to: recruitment@twynhamlearning.com

Only applications made using our own official application form will be accepted. You can download the form from this vacancy's page on our website here: https://twynhamlearning.com/vacancies

The closing date for applications is **Monday 7 December 2026 at 9am**. **We reserve the right to interview exceptional applications prior to the closing date and therefore interested colleagues are encouraged to apply as soon as possible.** Interview date to be confirmed.

Twynham Learning values diversity and inclusiveness. We aim to eliminate unlawful discrimination and promote diversity throughout our whole workforce. We want our workforce to be representative of all sections of our community, so we give equal opportunities to all job applicants. We do not discriminate on the basis of age, disability status, gender reassignment, marital/partnership status, pregnancy/maternity, race/colour/national origin, religion/belief, sex or sexual orientation. Only people who can evidence their right to work in the UK will be considered for this vacancy. We are committed to robust Safer Recruitment processes as part of our strong commitment to safeguard children and young people. An enhanced criminal records check will be undertaken on the successful candidate. Candidates must disclose all unprotected spent and unspent cautions and convictions. It is an offence to apply for this post if you are barred from engaging in regulated activity with children