



# JOB DESCRIPTION

Job Title: Cover Supervisor

Location:

## The Arbours Primary Academy

**Job Purpose:** The Cover Supervisor provides cover supervision for released teachers, across the Academy, and generally support the smooth operation of the Academy staff at other times. They play a vital role in contributing to the culture, ethos and well-being of the whole Academy.

**Background:** The David Ross Education Trust (DRET) is a network of academies with a geographical focus on Northamptonshire, Leicestershire, Lincolnshire, Yorkshire/Humberside and London.

Our aim is to be the country's leading academy chain, committed to delivering the highest educational standards alongside an unrivalled package of sporting and cultural enrichment.

**Reporting To:** Headteacher

**Grade:** NJC 08 pro rata  
32.5 hours per week - Monday to Friday  
39 weeks worked

## KEY RESPONSIBILITIES AND ACCOUNTABILITIES

### MAIN DUTIES AND RESPONSIBILITIES

#### Planning

- ★ PROVIDE COVER SUPERVISION
- ★ You will, as directed by the Headteacher supervise students in their work during the absence of their teacher.
- ★ You will liaise with Subject Leaders and other teaching staff within the team, to ensure that instructions are clarified.

### Teaching and Learning

- ★ You will liaise with LSAs regarding individual students being supported in any class being covered.
- ★ You will administer clear instructions to the class, based on the detailed work set and actively supervise students as they carry out work.
- ★ You will inform the subject teacher of any non-participation by individual students.
- ★ You will contribute to the evaluation of work set for cover lessons.
- ★ You will provide feedback on learning activities and contribute to Academy review and development planning.
- ★ You will contribute to behaviour management within the Academy in accordance with the school's Behaviour Policy.
- ★ You will promote a pride in the Academy and its particular ethos.

## **MAIN AREAS OF RESPONSIBILITY AND ACCOUNTABILITY**

### Monitoring and Assessment

- ★ You will provide the support described below under the direction of your Cover Manager.

### Mentoring, Supervision and Development

- ★ You will attend staff briefings and other meetings that fall within your working hours to keep up to date with operational matters and take part as necessary.
- ★ You will attend professional development that falls within your working hours to keep up to date with operational matters and take part as necessary.
- ★ In periods of working time in which you are not required to provide cover you will provide general support appropriate to your skills and experience.

# PERSON SPECIFICATION

Your application will be reviewed against the essential and desirable criteria listed below.

Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

1 - Application

2 - Test/Presentation

3 - Interview

	Essential	Desirable	Assessed
<b>Qualifications and Professional Development</b>			
★ GCSE English and Maths at A* - C or level 2 equivalent	✓		
★ Excellent numeracy and literacy skills or qualifications equivalent to NVQ level 2 in English and maths	✓		
★ Specialist training in relevant learning strategies in appropriate curriculum or learning area.		✓	
<b>Experience</b>			
★ Commitment to and or experience of working with children and young people	✓		
★ Ability to motivate and encourage children to meet their targets for learning and/or behaviour	✓		
★ Ability to show awareness to when it is appropriate to consult teachers about a child's behaviour or learning		✓	
★ Understanding of the practical application of Equal Opportunities in a school context		✓	
★ Aware of Health and Safety and safeguarding issues		✓	
<b>Skills and Knowledge</b>			
★ Excellent verbal and written inter-personal skills at all levels	✓		
★ Ability to organise own work and be self-motivated	✓		
★ Ability to write brief reports and keep records	✓		
★ An accomplished user of ICT	✓		

★ Excellent organisation, prioritisation and time management skills	✓		
★ An ability to share skills to other members of the team	✓		
★ Comfortable around and able to form good relationships with staff, students and parents	✓		
★ Able to develop and co-ordinate a sustainable strategy towards extra curriculum activities		✓	
★ Ability to plan effective actions for pupils at risk of underachieving		✓	
<b>Personal Qualities and Ethos</b>			
★ Approachable and composed	✓		
★ Sense of humour	✓		
★ Ability to be empathetic towards parents and students	✓		
★ Able to be firm when required and consistent	✓		
★ Committed to own professional development	✓		
★ Highly motivated and hard working	✓		
★ Fully supportive of the aims and ethos of a successful Academy and committed to ensuring access to the curriculum for all children	✓		
<b>Equal Opportunities</b>			
★ A commitment to promoting equality and diversity, providing an inclusive and co-operative environment in which all students and individuals working for and on behalf of the organisation feel respected and able to give of their best.	✓		
<b>Safeguarding</b>			
★ Committed to promoting the welfare of all children and creating a safe environment in which children can learn; considering, at all times, what is in the best interests of the child.	✓		
★ Play an important part in the wider safeguarding of children - identifying concerns, sharing information and taking prompt action to safeguard and protect them.	✓		

★ Aware that the Trust will take all steps to prevent those who pose a risk of harm from working with children. Recruitment procedures ensure rigour in identifying and rejecting people who might abuse children.	✓		
Health and Safety			
★ Aware of Health & Safety and Safeguarding as appropriate to role	✓		

*Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.*

*The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.*

*The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.*

*This Job Description is current at the time of printing but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.*

*The David Ross Education Trust is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo vetting appropriate to the post, including a social media presence check and Enhanced DBS check. The successful applicant will be expected to adhere to all safeguarding, welfare and health and safety policies and procedures of the Trust.*

**All pre-employment checks are in line with "Keeping Children Safe in Education" statutory guidance.**