

The people behind
the magic.



JOIN OUR TEAM



Cover Supervisor

Salary: Band F (NJC points 16-19) **Full-time Salary:** £31,525 - £33,119 **Actual Salary:** £21,765 - £22,865.

Contract: Permanent, term time plus 2 days.

Hours: 30 hours per week. Monday to Friday 8.15am – 2.45pm.

Closing Date: Monday 5th October 2026 at 9am.

Start Date: Monday 2nd November 2026.

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.



Together
Learning Trust

EVERYONE MATTERS AND EVERY DREAM COUNTS

Ryburn Valley High School is an 11–18 comprehensive in Sowerby Bridge. We're one of the top three schools in Calderdale for GCSE Progress, and our sixth form has the best A-Level progress across Calderdale and Kirklees. But what we're really proud of is that our students understand what "everyone matters and every dream counts" really means.

Our ethos is built on kindness, honesty, respect and endeavour. These aren't values on a wall they're lived, every day, in lessons, conversations and how staff and students work as a team. We're a school of character, and it shows.

We want young people to leave with great exam results, yes, but also with resilience, confidence and the ability to make a positive impact. They get real opportunities to succeed, to fail safely, to lead and to discover who they are. That's not something that happens by accident. It happens because we're deliberate about how we build the culture and what we offer.

Ryburn is a fantastic place to work and learn. We're always aiming to develop further. We're looking for someone who wants to be part of that.

Donna Watkins, Head of School



Ryburn Valley High School provides a strong, vibrant and welcoming community. Pupils swell with pride when they talk about their school. They told inspectors about the opportunities they get to develop their confidence and resilience. - OFSTED REPORT 2022

EXPLORE MORE



www.rvhs.co.uk



[ryburnvalleyhighschool](https://www.facebook.com/ryburnvalleyhighschool)



[@RVHS_school](https://www.instagram.com/RVHS_school)



THE TRUST

When schools collaborate, incredible things happen.

Together Learning Trust is a group of schools that genuinely like working together.

That might sound like a small thing. It isn't. Nobody in our schools is working in isolation, trying to solve problems that someone two miles away has already solved. Expertise shared across nine schools belongs to all of them.

Primary schools, secondary schools, sixth forms and a special school that's around 5,800 young people across Calderdale and Kirklees. Rooted in West Yorkshire. Built around a belief that when schools work like this, something remarkable happens for children.

That belief comes from a clear set of values: integrity, excellence, and joy. Not about how children should live, but about how our Trust leads, how decisions get made, how people hold themselves to account and what it means to do this work well.

Each of our schools has its own identity, shaped by its community and its children. Being part of our Trust does not change that. It adds to it.

DAVID LORD, CHIEF EXECUTIVE OFFICER

Working with such creative, professional and dynamic staff from other schools in the trust has helped make my job much more enjoyable and manageable, whilst reducing workload."



- DAMIAN BALL
Assistant Headteacher, The Brooksbank School

EXPLORE MORE



www.togetherlearningtrust.co.uk

Together
Learning Trust

THE JOB

Cover Supervisor

Are you passionate, enthusiastic and dedicated when it comes to delivering lessons to students? Do you recognise yourself as having strong communication skills, patience and understanding? Are you a strong team player who can help to secure outstanding outcomes for all students in a safe, vibrant, and happy school? If this sounds like you, we'd love to hear from you.

What we're looking for:

Someone with:

- Experience as a classroom practitioner.
- Relevant experience in secondary schools.
- Good ICT skills.
- Vision, flair and creativity as well as the energy and determination to bring about change.
- A strong team player ethic, who works effectively with young people, colleagues and the wider community.
- The energy, stamina and commitment to make a difference and create the best possible educational opportunities for the young people at Ryburn Valley High School.

What the role involves in a nutshell:

- Supervising whole classes during the short-term absence of their teacher. The focus of such cover will be to deliver the lesson their teacher had planned, respond to questions, assist students to undertake the activities and stay on task and maintain order.
- Supporting individuals and groups of students to enable access to learning. This could include those requiring detailed and specialist knowledge in particular areas.
- Support teaching staff with general administration under the direction of the Cover Manager.

What you'll get in return?

You'll be joining a school and Trust which is all about putting staff first – with numerous wellbeing initiatives and social events to enjoy each term!

In addition to this you will benefit from:

- Automatic enrolment to the West Yorkshire Pension Fund.
- A Supportive and forward-thinking Leadership Team.
- Staff development through proactive personal and professional development.
- Working as part of a creative and supportive team who want the best for all of our students.
- Free Parking.
- Additional holidays linked to service.
- Eye Care.
- Annual Flu Vaccines.
- Home & Technology Scheme.
- Rewards and discounts.
- GP Online and Prescription Service.
- Your Care Wellbeing & EAP.
- Lifestyle benefits & discounts.

Diverse perspectives and experiences are critical to our success, and we welcome applications from all people from all backgrounds with the experience and skills needed to perform this role.

If our school sounds like a place in which you could really make a difference, then we'd love to hear from you.

ROLE PROFILE | Cover Supervisor

Accountable to:	Cover Manager
Accountable for:	N/A
Job Family:	Support Specialist
Salary:	Band F, NJC 16-19
Hours:	30 hours per week, Part-time, Term Time plus 2 days

CORE PURPOSE

Be committed to delivering high-quality performance each day to ensure our students and schools thrive. Be an ambassador for our Trust, its schools and students, always living by our values and expected behaviours and leading by example. Demonstrate credibility by consistently applying the technical expertise required for the role.

To provide high-quality classroom supervision during short-term teacher absence, ensuring continuity of learning and high standards of behaviour. The Cover Supervisor promotes a safe, orderly and inclusive learning environment in which all pupils remain engaged in meaningful work, supporting the school's commitment to high standards, safeguarding, and positive outcomes for all learners.

KEY DUTIES AND OUTCOMES

Each individual task will not be identified within the role profile; Employees will be expected to comply with all reasonable requests to ensure the role delivers the expected outcomes linked to its core purpose and accountabilities.

Support for Teaching and Learning

- ✓ Supervise whole classes during teacher absence, ensuring set work is delivered as planned and completed by students.
- ✓ Provide targeted support for identified students, including those with SEND, enabling them to access and complete set tasks in line with their peers successfully, and provide timely feedback to teaching staff and the SENDCo.
- ✓ Provide additional support in lessons for students, as required, under the direction of the Cover Manager.
- ✓ Build positive relationships with students, colleagues and external partners to maintain great communications.
- ✓ Support the effective organisation of daily cover arrangements, ensuring information is distributed accurately and on time, contributing to minimal disruption to teaching and learning.
- ✓ Complete assigned administrative tasks accurately as directed and within agreed deadlines, such as ensuring resources are prepared, completed and available to support the school.

Behaviour, Safeguarding and Wellbeing

- ✓ Support the implementation of the school behaviour policy and reinforce expectations consistently.
- ✓ Support supervision duties before/after school, at breaks and on trips.
- ✓ Ensure all students are safe through timely escalation of safeguarding concerns in line with school policies and procedures.

EXPECTED BEHAVIOURS

All employees are expected to conduct themselves in line with the essential behavioural competencies, including any additional leadership competencies related to their job family level. These competencies are designed to support high performance and provide clear behavioural expectations at every level. Through active engagement with our personal and professional development offering we expect everyone to develop their skills and knowledge in line with our competency framework and the technical competencies outlined in the role profile. For more information on the behavioural competency framework please visit [Competency Framework](#)

PERSON SPECIFICATION

Experience and Qualifications Required	Essential	Desired
Educated to degree level or HLTA qualification (or equivalent relevant professional experience)	✓	
Experience working with young people and communicating effectively with them	✓	
Previous experience Tutoring young people aged 11 – 16		✓
Experience supporting improved student outcomes		✓
Experience delivering curriculum content		✓
Technical Skills Required		
Strong written and verbal communication and good ICT skills	✓	
Ability to follow lesson plans, seating plans and deliver inclusive lessons	✓	
Effective organisational and planning skills	✓	

A background image showing a large group of children in a school assembly, many with their hands raised in the air, suggesting an interactive or enthusiastic event.

HOW TO APPLY

Say yes to new adventures.

Could we be a good fit for each other? If you'd like a chat about the role, or have any questions, then we'd be delighted to hear from you. Please contact Carrie Burbidge our Personal Assistant to the Senior Leadership Team via c.burbidge@ryburn.tlt.school

If you're ready to apply, please complete our online application fully by clicking [here](#) before the deadline.

SAFER RECRUITMENT

We are committed to safeguarding children, young people and vulnerable adults. All staff and volunteers are expected to behave in a way that supports this commitment and are subject to an enhanced DBS check; the post is exempt from the Rehabilitation of Offenders Act (ROA) 1974 (as amended in 2013 and 2020). [Guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975 - GOV.UK](#)

Please be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

If you are shortlisted for interview, we will undertake an online public search in line with guidance from the Department for Education and Keeping Children Safe in Education 2026.