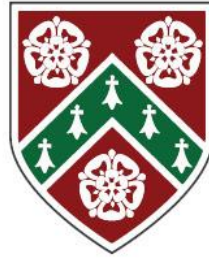


The people behind
the magic.



HONLEY
HIGH SCHOOL



JOIN OUR TEAM

Cover Supervisor

Salary: Band F (NJC points 16-19) **Full-time Salary:** £31,525 - £33,119 **Actual Salary:** £9,474 - £9,953.

Contract: Permanent, term time plus 3 days.

Hours: 13 hours per week. Thursday and Friday 8.15am – 3.15pm.

Closing Date: Friday 2nd October 2026 at 9am.

Start Date: As soon as your notice period allows.

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



Where we strive for the highest

Honley High School sits on the edge of Honley village in the Holme Valley, serving around 1,280 students from age 11 to 16 across the local area and beyond. Founded as a grammar school in 1932, we've held onto something real from those roots: the pursuit of genuine academic excellence. Teaching well, expecting a lot, and backing that up with proper support. Our most recent Ofsted inspection recognised that our students achieve good outcomes because we have high expectations and we plan interesting, engaging tasks that keep them learning. That approach hasn't changed.

But these years matter beyond exam results. The world moves faster than we can predict, and if our young people are going to thrive, they need more than qualifications. They need to develop resilience, adaptability, creativity and a questioning mind. They need character alongside achievement. These things are harder to measure, but they're just as important, and we see it as our responsibility to develop both.

We're known for genuine strengths in sport, technology, drama and the creative arts. Our extracurricular offer runs deep and wide because we believe learning happens everywhere, not just in classrooms.

Honley is a good place to work and learn. Our culture runs on a simple set of values: Collaboration, Respect, Endeavour, Aspiration, Tolerance, Equality. We take these seriously. Every interaction with students and staff builds a place where everyone can genuinely strive for the highest and achieve things that matter.

We're looking for someone who gets this. Someone who will invest in our school and make a real difference in young people's lives.

Liz Lord, Head of School



"I am pleased that the school has such high standards and expectations for the children and encourages them to meet these at all times; this sets the children up for later life. Whilst striving for these standards, the school maintains a nurturing environment."

- PARENT COMMENT

EXPLORE MORE



www.honleyhigh.co.uk



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



[@HonleyHighUK](https://twitter.com/HonleyHighUK)



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 Honley 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.
- Cycle to Work Scheme.
- Additional holidays linked to service.
- Eye Care.
- Annual Flu Vaccines.
- Home & Technology Scheme.
- Rewards and discounts.
- GP Online and Prescription Service.
- Your Care Wellbeing Platform & 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:	13 hours per week, Part-time, Term Time plus 3 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, with many of their hands raised in the air, suggesting an active or enthusiastic participation in an 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 ahead of making a formal application, we'd be delighted to hear from you. Please contact our Leadership Co-ordinator Nicola Pogmore via n.pogmore@honley.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.