



# Kennet School

Excellence through Endeavour



## Application Pack

Job Title: Cover Supervisor

Contract: 27.5 hours per week

Required for: September 2021

# WHAT WE BELIEVE

At Kennet School we employ forward-thinking, staff who are unapologetically passionate about their subject. Our motto, 'Excellence through Endeavour', does not apply to our pupils alone.

We place learning at the heart of everything we do. Through our learning blog and innovative professional development programmes, we seek to drive education reform through the heart of our school, making decisions that are right for our pupils whilst being an exciting place to work.

We do not believe in restrictive marking policies, for example those that demand a consistent marking technique. Rather, we value the full range of assessment methods and equip staff with the ability to plan the appropriate strategies alongside learning.

Our curriculum is rich in knowledge because we believe knowing things provides a foundation for being able to do things. Department and training opportunities create space for the ongoing development of the curriculum as we understand the value that specialist teachers bring to this process.

A rigid behaviour procedure enables departments to manage low level disruption internally. Our procedures reduce the demands on staff whilst ensuring that poor behaviour is dealt with swiftly and positive behaviours don't go unnoticed.

If you are passionate about seeing young people achieve more than they thought was possible and recruiting the next generation to your field of expertise, then we welcome your application to join our team.



Mrs G Piper  
Headteacher



# WHY WORK FOR US?

...because we support and value our staff!

Professional development at Kennet School is centred on investing in individuals. We spend well above the national averages on professional development. Our aim is to help every member of staff be the best they can be.

An unwavering focus on learning is at the heart of everything we do. We remove as many barriers as we can, administrative or otherwise, to keep learning at the top of everybody's agenda.

Lesson observation and feedback designed to be helpful and supportive, but also encourage development and improvement. We also run a coaching programme which supports teachers as well as contributing to wider conversations about what excellent teaching and learning means to us.

Career Opportunities arise frequently in large schools and we actively seek to help our staff develop their careers and move into positions of responsibility.

Staff Perks include a cycle to work scheme with a tax free allowance, learning visits to other schools, a sophisticated leisure centre on site (with discounted memberships) and an active social committee. We have a number of other benefits including free flu jabs, free breakfast daily, Office 365 and various free product offers through gemsatwork. We also run free yoga and fitness classes on site. In addition to this, we offer **staff membership of the Teachers' Pension scheme** and the Local Government pension scheme. Childcare vouchers, through the Government scheme, can also be offered.

## How to Apply

If you're undecided about applying, we would be delighted to welcome you for an informal visit at your convenience; I will also be available to engage in this process. If you would like to discuss this or any possible job opportunities at Kennet School please contact Mrs Cambridge on [scambridge@kennetschool.co.uk](mailto:scambridge@kennetschool.co.uk).

If you've already decided to apply, the easiest way to do so is by clicking the 'Quick Apply' button on the TES website. Alternatively, application forms can be downloaded from our website.

Closing Date: Applications must be received by Monday 21 June 2021

Interview Date: TBC



# PERSON SPECIFICATION

| Criteria   | Essential | Desirable | How identified                            |
|--|-----------|-----------|---|
| Qualifications and Training  |           |           |   |
| GCSE English and Maths or equivalent   | ✓         |           | Application Form                          |
| Qualified Teacher Status (QTS)   |           | ✓         |   |
| Degree level qualification   |           | ✓         |   |
| Evidence of ongoing professional development   |           | ✓         |   |
| Additional academic or professional qualifications   |           | ✓         |   |
| Experience   |           |           |   |
| Experience of planning and delivering effective lessons  |           | ✓         | Application Form<br>and Selection Process |
| Experience of using strategies to raise pupil attainment                                       |           | ✓         |   |
| Experience of contributing to curriculum planning and making accurate assessments              |           | ✓         |   |
| Experience of supporting others within a team  |           | ✓         |   |
| Knowledge and Abilities  |           |           |   |
| Thorough and up-to-date subject knowledge for teaching   |           | ✓         | Interview and<br>Lesson Observation       |
| Able to use data in a classroom context to adapt teaching strategies                           |           | ✓         |   |
| Knowledge differentiation strategies to support all learners                                   |           | ✓         |   |
| Able to establish clear routines for managing classroom behaviour                              |           | ✓         |   |
| Good basic IT skills   | ✓         |           |   |
| Ability to use technology to enhance learning  |           | ✓         |   |
| Knowledge of evidence-based teaching strategies including Direct Instruction                   |           | ✓         |   |
| Values   |           |           |   |
| Commitment to achieving excellence in the classroom  | ✓         |           | Application Form<br>and Interview         |
| Commitment to working collaboratively as part of a team  | ✓         |           |   |
| Commitment to making learning challenging and engaging for all pupils                          | ✓         |           |   |
| Commitment to close working relationships with parents, governors and the wider community      | ✓         |           |   |
| Enthusiasm to contribute to the wider life of the school, including extracurricular activities | ✓         |           |   |
| Holds high expectations of pupil behaviour and achievement                                     | ✓         |           | Interview and<br>Lesson Observation       |

| Criteria  | Essential | Desirable | How identified                        |
|---|-----------|-----------|---------------------------------------|
| Personal Qualities  |           |           |                                       |
| Professional and well-presented   | ✓         |           | Interview and Selection Process       |
| Clear communicator  | ✓         |           |                                       |
| Unapologetically passionate about teaching  | ✓         |           |                                       |
| Seeks to listen and understand  | ✓         |           |                                       |
| Reflective and self-aware   | ✓         |           |                                       |
| Ambitious and motivated   |           | ✓         |                                       |
| Personal Circumstances  |           |           |                                       |
| Must legally be entitled to work in the UK  | ✓         |           | Application Form and Document Check   |
| Nothing in personal background or criminal record indicates unsuitability to work with children / young people / vulnerable / finance | ✓         |           |                                       |
| Safeguarding  |           |           |                                       |
| Has appropriate motivation to work with children and young people, and can relate to them   | ✓         |           | All stages of the recruitment process |
| Understands the importance of maintaining appropriate relationships and personal boundaries with children and young people            | ✓         |           |                                       |
| Displays commitment to the protection and safeguarding of children and young people   | ✓         |           |                                       |
| Good knowledge and understanding of safeguarding practice   | ✓         |           |                                       |

# APPLICATION PROCESS

## Completing your application

Our preferred method of application is via the 'Quick Apply' function in TES.

Alternatively, you can download an application form from our website, complete it, and send to [office@kennetschool.co.uk](mailto:office@kennetschool.co.uk). We will not accept applications that are not submitted through either of these methods, this includes CVs and letters of application.

Please be thorough and accurate when completing your application as we review these forms carefully during the shortlisting and selection process. We advise against generic supporting statements and will be looking for your suitability to this particular role.

Your application will be shared with our appointment panel along with references and any other pertinent information.

## Shortlisting

Applications will be reviewed as they arrive, but formal shortlisting will take place as quickly as possible after the application deadline. Applications will be ranked by members of the recruitment panel. Following this, successful applicants will be notified and asked to confirm their attendance at interview. Schedules will be sent out once we have confirmed the field for interview.

In exceptional cases we may choose to shortlist before the application deadline, so early applications are encouraged.

## Interviews

The components of interviews will vary by job role, but the schedule will be designed to assess the competencies outlined in the person specification. All interviews involve an opportunity to tour the school and find out more about us. The final stage of the selection process is a formal panel interview.

## Documentation

If selected for interview, please bring the following:

- Photo Identification (driving license or passport)
- Proof of address
- Certificate from highest level of qualification (e.g. degree certificate)

## Appointments

Following interviews, the panel will decide whether to make an offer of employment. Wherever possible, this will be done on the same day and a contract will be prepared. We ask that candidates attending interview are in a position to make a decision about whether to accept the role.

Kennet School is committed to safeguarding children and expects all staff to share in that commitment; successful candidates will be subject to an enhanced Disclosure and Barring Service check.





## Don't just take our word for it...



"The pupils and parents have a real passion and enthusiasm for learning, enabling a positive environment."

Mr C Adams  
Assistant Head & PE Teacher



"I love the sense of community at Kennet. The joyful devotion of the staff is matched by the infectious zest of the pupils."

Mr A Killeen  
Newly Qualified English Teacher



"What I love about working at Kennet is the culture of collaborative working. This has allowed me to develop both as a teacher but also as a person."

Mr D Domm  
Head of Business Studies & Economics



"Kennet is a happy and vibrant place to work. A great group of pupils and staff, excellent facilities and opportunity to get involved."

Dr N Sapkota  
Science Teacher

Kennet School  
Stoney Lane, Thatcham, Berkshire RG19 4LL

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