

JOB DESCRIPTION

Post title	Cover Supervisor	Reporting to	Senior Leadership Team
Location	Shireland Collegiate Academy	Grade	Grade D SCP 9 - 17
Contract type	Permanent	Hours of work	37 hours per week, term time + training days

Post Summary

Safeguard and promote the welfare of children and young people and follow school and Trust policies including the staff code of conduct.

1. Taking charge of a group or class under the direction and control of the Senior Leadership Team, or other designated member of staff.
2. To supervise whole classes during the short-term and long-term absence of teachers.

Duties and responsibilities: Cover Management

- Supervision of a group or class who are undertaking preset work.
- Promote good pupil behaviour, dealing promptly with conflict and incidents in line with school policy.
- Respond to any questions from pupils about process and procedures.
- Dealing with immediate problems or emergencies according to school policies and procedures.
- Collection of completed work after lessons and return of work to the appropriate teacher.
- Reporting back as appropriate using the school's agreed referral procedures on the behaviour of pupils during the class, and any issues arising.
- Escorting pupils around school premises
- Administer routine tests and invigilate exams and undertake routine marking of pupils' work where appropriate.
- Promote the inclusion and acceptance of all pupils.
- Undertake pupil record keeping as requested.

- The supervision of pupils out of session times
- Assist in the display of pupils' work.
- To manage all room changes daily.
- Deal with cover arrangements for last minute emergencies e.g. a member of staff being taken ill.
- Help to plan cover for larger scale events e.g. sports day, activities day
- The post holder must at all times carry out his/her responsibilities with due regard to the Academy's policy, organisation and arrangements for Health and Safety at Work.
- Such other duties as may be appropriate to achieve the objectives of the post or to assist the Academy in the fulfilment of its objectives commensurate with the post holder's salary grade, abilities and aptitudes.

Special Conditions of Employment

Rehabilitation of Offenders Act

This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this post is subject to an enhanced DBS disclosure which confirms the appointee is not on the Children's Barred list being obtained. If you are shortlisted you will be asked to disclose any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013) – a failure to do so is likely to result in dismissal should it later be discovered. Any information given will be treated entirely as confidential and will be considered only in relation to this application.

Any arrests, convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the principal by the postholder. Failure by the postholder to do so, or the obtaining by the postholder of a relevant conviction caution or reprimand, may be managed in accordance with Trust Disciplinary Procedure.

Equality and Diversity

Shireland Collegiate Academy Trust is committed to developing, maintaining and supporting a culture of equality and diversity across all aspects of the Trust's work. As such, it is committed to fulfilling its Equality Duty obligations and expects all staff and volunteers to share this commitment. This Duty requires the Trust to have due regard to the need to eliminate unlawful discrimination, harassment and

victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they encounter with dignity and respect and are entitled to expect this in return.

Training and Development

The Trust has a shared responsibility with the postholder for identifying and satisfying training and development needs. The postholder is expected to actively contribute to their own continuous professional development and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

Mobility

The postholder may also be required to work at other establishments of the Shireland Collegiate Academy Trust, whether current or future, either on a temporary or permanent basis, as the Trust may reasonably require for the proper performance and exercise of your duties. There is an expectation of reasonable travel in connection with job role.

Amendments

This job description may be subject to review and / or amendment at any time to reflect the requirements of the role. Amendments will be made in consultation with any existing postholder and will be commensurate with the grade for the job. The postholder is expected to comply with any reasonable management requests.