



Part of the
Ted Wragg TRUST

Sidmouth College

Cover Supervisor

"Working at
Sidmouth College is a
privilege because I get to be
part of a vibrant, supportive
community where both
students and staff strive to
grow together'

Christopher Trengove
Head of History & Politics



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Key Details

Salary

Grade D, actual salary

Location

Sidmouth College

Hours

31.66 hours per week,
Monday to Friday
08.30-15.35
38 weeks per year, term-
time only

Interviews

Week commencing
16th June

Closing date

9pm Monday 16th June

Required from

1st September 2025

believe • inspire • succeed

How to apply

For an informal conversation about the position please contact Amy Baxter, HR Officer at amy.baxter@sidmouthcollege.devon.sch.uk

An application pack can be found at
<https://www.tedwraggtrust.co.uk/vacancy> or click on
the apply now button



The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check.



A Warm Welcome from our CEO



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



Moira Marder, OBE

On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working for our Trust. This is an excellent opportunity to join our Trust and work in one of our 17 schools.

In our **ambitious** and **inclusive** Trust of schools we know that every individual is critical to help us to achieve our collective mission to **transform lives, strengthen communities** and **make the world a better place**.

Our values driven, growing 2-18 Trust, has the highest expectations for every child, every day, with social justice at our core. In this pack you will find out more about how we **support, develop** and **grow great people**.

This is a hugely exciting time for our Trust as we continue to grow, embed, improve and innovate to **improve the life chances of all children** in the South West.



We demonstrate our love through our values

How we will succeed



About Sidmouth College

Sidmouth College is an incredibly special place to work. Visitors to the College always comment on how welcoming it is here; we have a focus on unconditional positive regard for all and this can be felt as soon as you walk in. The College is a school of choice, with a thriving Sixth Form.

We currently have 872 students, with 119 of those in the Sixth Form. The majority of our students are from four local feeder schools, in Sidmouth, Sidbury, Newton Poppleford and Branscombe.

The College is set in the beautiful Sid Valley and the East Devon area of outstanding natural beauty. Our vision is for vibrant and inspirational teaching that raises aspirations; challenges and engages and prepares every student for lifelong learning.

The College sits within an attractive 13 acre campus and staff take every opportunity to make use of the natural environment on our doorstep to support students' learning and creativity.

At Sidmouth College our learners believe they can succeed, staff work hard to inspire and everyone strives to be the best that they can be. We were delighted to be again judged as Good in the most recent Ofsted report in 2022, which recognised our continuous improvement in achieving positive outcomes for all students.

Our curriculum

Our aim is to provide students with a rich curriculum which builds a lifelong love of learning and meets the needs of the young people within Sidmouth College. The intent of our curriculum is to inspire all students to succeed and ensure they are prepared for adult and working life. This is achieved through a learning journey that provides knowledge, skills and opportunities for all students to become responsible global citizens with positive life chances.

Our curriculum supports students who are numerate and literate to become confident and resilient learners and who engage with the wider community. Our students feel challenged and know what success feels like for them as an individual. Our teachers and co-professionals support our curriculum and ensure that all students regardless of ability, age or background, develop curiosity and critical thinking, as well as fostering aspiration.



Job Description

· Job Purpose

- To work under the guidance of the teaching/senior staff and within an agreed system of supervision. To supervise whole classes during the short-term absence of teachers and to respond to questions and generally assist students in undertaking set activities when fulfilling this supervisory role. This role requires the ability to fulfil all spoken aspects of the role with confidence and fluency in English.
- To undertake daily lesson cover, learning mentor duties, administrative tasks, examination invigilation and associated tasks
- To support and assist teachers in providing high quality teaching and learning experiences for students
- To promote the safeguarding and wellbeing of students
- To promote inclusion and raise attainment of students to achieve full potential

Key tasks and responsibilities are as follows but may vary in accordance with the demands of the appointment:

- Supervise whole classes during pre-planned learning activities, which have been set in accordance with school policy
- Collect finished work, as necessary, and return to the appropriate teacher
- Provide 1-1 support to students and support other classroom activities when cover is not needed Provide a high-quality sporting curriculum for the students of Sidmouth College
- Offer a wide range of physical/sporting activities
- Promote positive values, attitudes and good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encouraging pupils to take responsibility for their own behaviour
- Report, as appropriate, using the school's agreed referral procedures on the behaviour of pupils during the class, and any issues arising
- Establish productive working relationships with pupils, acting as a role model and setting high expectations for behaviour
- Promote the inclusion and acceptance of all pupils within the classroom
- Work consistently whilst recognising and responding to individual pupil needs
- Encourage pupils to interact and work co-operatively with others
- Promote independence and employ strategies to recognise and reward achievement of self-reliance



Job Description continued..

Support the College by:

- Being aware of and complying with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, and reporting all concerns to an appropriate person
- Being aware of and supporting difference and ensuring all students have equal access to opportunities to learn and develop
- Contributing to the overall ethos/work/aims of the College
- Undertaking invigilation of examinations and tests, as required
- Participating in training and other learning activities, as required
- Accompanying teaching staff and students on visits and out of school activities and taking responsibility for a group under the supervision of a teacher

When cover work is not available, to undertake either:

- Learning Mentor duties as per standard Learning Mentor job description under the direction of the Director of SEND, or administrative/clerical duties under the direction of the Cover Organiser.

Additional tasks:

- Any other reasonable tasks at the discretion of the line manager and the Headteacher.

Values

- **Ambitious:** works hard, has the highest standards and is positive for the future
- **Selfless:** self-aware and emotionally intelligent to support self and others to thrive
- **Collaborative:** builds strong relationships and networks



Person Specification

Requirement	Essential	Desirable
Good standard of education with 5 GCSEs at pass or above, including English, Maths and able to evidence strong numeracy and literacy skills	✓	
Experience of working in a secondary school environment and/or supporting secondary school aged students	✓	
Experience of coaching sports / physical activities		✓
Experience and competency of using a wide range of Information Technology applications	✓	
Understand the principles of the teaching and learning process	✓	
Knowledge of the national curriculum and other relevant learning strategies/programmes of study		✓
Excellent communication skills, both verbal and written, displaying a professional manner at all times	✓	
Be flexible, practical and resourceful, and be able to take the initiative	✓	
Capable of working without supervision and be adept at problem solving	✓	
Strong commitment to inclusion and how this can be achieved with students	✓	
Ability and strong commitment to working in partnership with staff, students and parents	✓	
Enthusiasm, determination and an insistence on high standards	✓	
Good self-management and self-motivation skills, including the ability to plan and organise one's time effectively and meet deadlines	✓	
Ability to establish positive relationships and be an effective role model to student in order to enthuse, inspire and motivate them to achieve success	✓	
Excellent attendance, punctuality and a sense of commitment and humour	✓	
Committed to safeguarding and promoting the welfare of all students at Sidmouth College	✓	



#lifeattedwragg

We know that our people are our **greatest asset** and research tells us that happiness at work is directly linked to student happiness and consequently **student outcomes**.

We are working hard to make sure that all our employees **love coming to work**.



Our Trust is dedicated to fostering an environment where employees can **reach their full potential, with dignity, respect, and equal opportunities for all**.

We value the unique contributions of each individual, recognising that **diversity strengthens our community and makes our Trust a positive place to work and grow**.

We are committed to excellent employment practices that attract and retain talent from a variety of backgrounds and communities.

The aim of our people strategy is to be the **greatest place to work in the South West**.

We know that to realise our ambitious aim we must **welcome, retain and develop our great people** who work day in day out to **transform the lives of the children in our Trust**.



#lifeattedwragg is focussed on ensuring all our employees:

- **Love coming to work** and have a strong sense of belonging
- **Experience high quality development** through our dedicated development curriculums delivered by the Ted Wragg Institute
- **Inspire others** with their open and collaborative approach

To find out more about what it is like to work at the Ted Wragg Trust, explore our development curriculums and hear from our employees please visit our website at www.tedwraggtrust.co.uk/workwithus

Love coming to work



Experience high quality development



Inspire others



The Ted Wragg Institute



We want to ensure that our people feel **invested** and **fulfilled in their role** by providing personalised, relevant and engaging professional development. Our brand-new **Ted Wragg Institute** (TWI) delivers our **high-quality development** offer for all, across our family of schools.

Our incredible offer includes Trust CDP, Leadership Development, Networks, Cohort-specific training and NPQs. Take a look at our offer this year here.

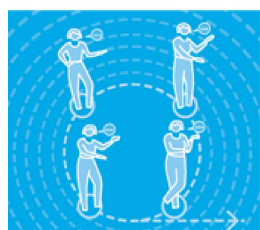
Early Career Teachers

If you are an Early Career Teacher you will benefit from our tailored Early Career Framework combining weekly instructional coaching, asynchronous independent learning, online 'clinics' and in-person conferences. With a dedicated mentor or coach and access to supportive networks the ECTs in our Trust are supported and developed to reach their full potential.

Our professional development delivery model

Our professional development delivery is underpinned by our Education key concept (see page 8). We believe that professional development should build knowledge, motivate, develop techniques and embed practice.

At the Ted Wragg Trust, we are research informed and believe that it is important that everyone involved in sharing ideas understands the underlying rationale and evidence base. We ensure that professional development is:



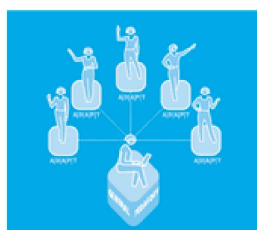
Sustained

Frequency is critical,
not time span



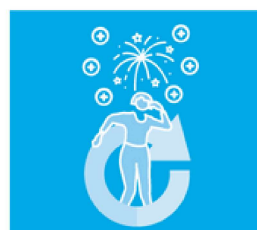
Practice-Based

Create new habits



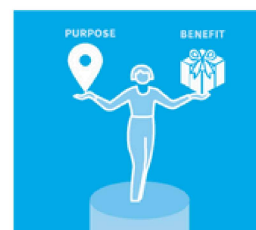
Domain-Specific

Create new habits



External Expertise

Challenge the familiar
& refresh ideas



Professional Buy-In

Purpose & benefits
eclipse volunteering

We believe this slightly adapted model from 'Teaching Walkthrus 2', Tom Sherrington and Oliver Caviglioli is applicable to all professional development and will underpin the delivery of all our professional development networks, seminars and webinars.



Our Ted Wragg Standard



Our Ted Wragg Standard provides a **minimum set of high standards** across all our schools to establish clear structures, implement effective processes and hold each other to account **to enable excellence**. It is based on our three key concepts: Leadership, Education and Every Child Succeeds.

Key Concept: Leadership



We believe that great leadership:



Fiercely educates



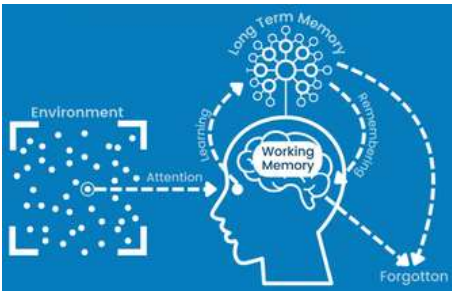
Thrives in a complex system



Is locally enabled

Key Concept: Education

We have a clearly defined and articulated learning model that is understood by all teaching staff. This model of the learning process uses the concepts of Working Memory and Long-Term Memory. It draws on ideas from Cognitive Load Theory and the work of Daniel Willingham.



Key Concept: Every Child Succeeds



We believe individual development is well explained using Maslow; that an individual grows in an ecosystem and can be interpreted using Bronfenbrenner's work, and that we are interdependent.

Microsystem
Child

- sleep well
- eat breakfast
- Follow school rules and routines
- attend school regularly

Family

- healthy sleep patterns
- nutritional diet including breakfast
- Online safety parental controls
- adequate housing
- clean clothing
- Support school policies
- Protect from dangers
- attend medical appointments
- Ensure attendance is good

School

- Behaviour, Health and Safety, Accessibility, Safeguarding, Supporting Pupils with Medical Conditions and Anti-Bullying Policy
- Online Safety lessons and workshops for parents/carers
- Early Help support
- First Aid trained staff
- Attendance Engagement Officer and Attendance Policy
- Nutritional lunches and free breakfast
- Foodbank support
- Wrap around care

Mesosystem

- We endeavour to provide a safe and welcoming environment for pupils and their families.
- We listen to our pupils and families and take seriously what they tell us.
- We work in partnership with other agencies such as CAMHs and Early Help

Macrosystem

- Keeping Children Safe in Education
- Teacher Standards
- Devon and Plymouth Children's Social Services
- 0-25 SEND Team
- Virtual School

We believe that to enable our children to live a life of opportunity, we need to understand what true inclusion means. To us, our model is based on Maslow's hierarchy of needs and the Bronfenbrenner's ecology of inclusive education.

Our Benefits

A critical part of our People Strategy is to ensure that we welcome and retain our great employees and ensure that they are supported both at home and at work.

When you join our Ted Wragg family we are here for you every step of the way. Here are some of the benefits we offer:



Exceptional development and networking opportunities



Cost of blue light cards can be claimed through expenses



Free annual flu jab, eye test and allowance for glasses



Exclusive discounts, cashback and vouchers



Free, confidential employee helpline. Available 24-7 through Health Assured



Access to Wisdom app to support your mental health



Up to 10% off all Pure Gyms



up to the value of £2,000. cyclescheme.co.uk



Up to 2 days paid emergency time off for dependants



Generous public sector pension schemes for all staff



Timetabled instructional coaching for all teachers



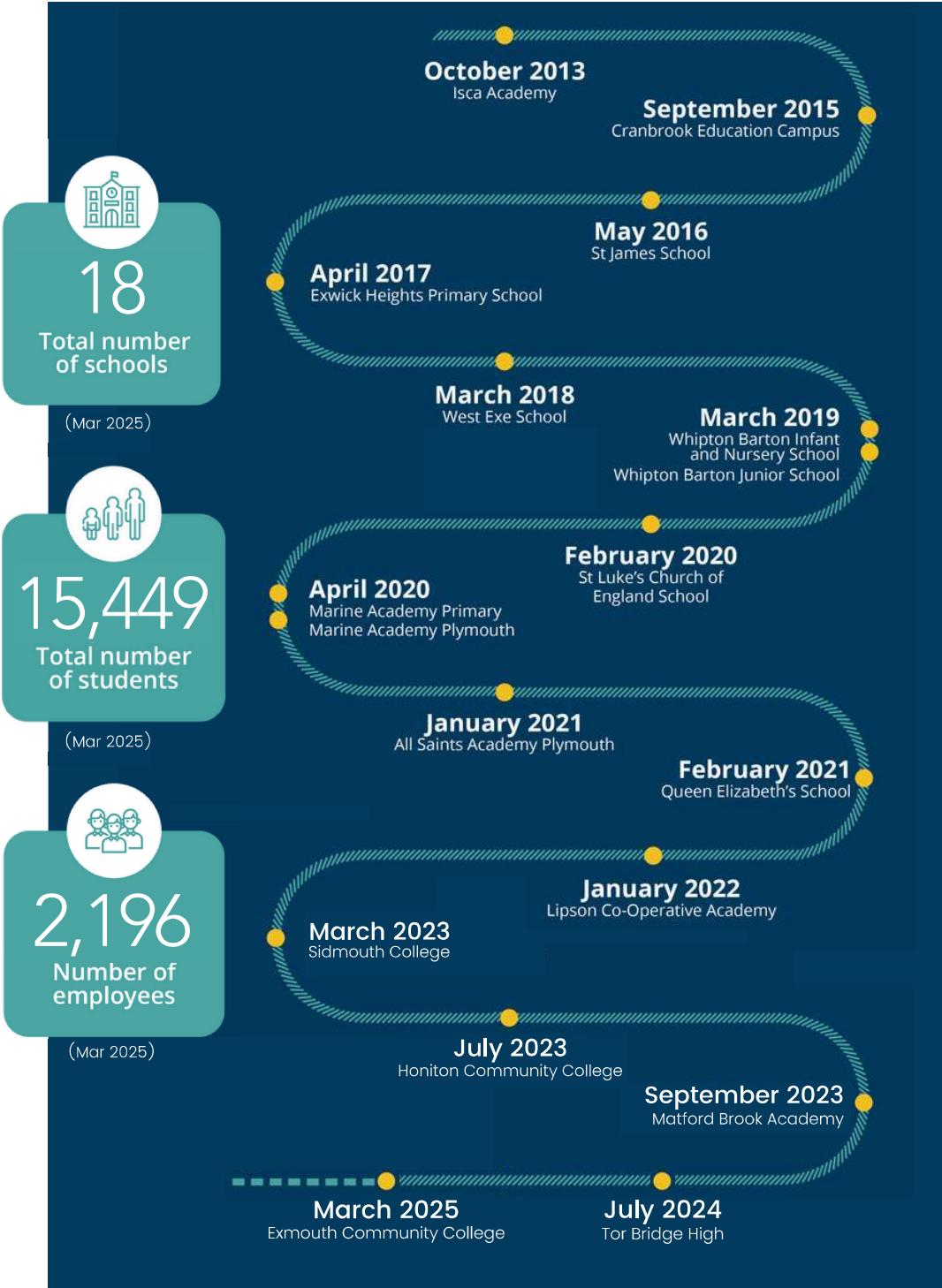
Family friendly policies and flexible working opportunities



Our Trust Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.





Part of the
**Ted
Wragg** TRUST

Thank you for your
interest in working for
us!

