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Transforming schools... changing lives



“Everything matters, at all times”

# Teddington School Cover Supervisor Recruitment Pack

## Welcome from our Headteacher, Paul Grills

Thank you for your interest in working at Teddington School. Since my appointment, I have been actively seeking innovative, enthusiastic and dynamic staff to join us on the next phase of our development and I hope you will become part of our team. This pack has been designed to give you a flavour of what Teddington school has to offer, but I would also encourage interested candidates to visit the school for a tour to see us in action.

 Please click the link icon to watch a film about life at our school

At Teddington School, we ensure that the educational experience all students receive is first class. We firmly believe that every child is entitled to an excellent education, which offers breadth of curriculum, academic rigour, opportunity, and enables students to leave equipped with the skills to succeed in whichever future pathway they choose.

Staff at Teddington maintain the highest standards, have a positive outlook, are inventive in their thinking and adopt a 'can-do' approach. We were judged 'Good' by Ofsted in November 2021 and are looking to the future as we work with the whole community and strive for even greater success. We are committed to identifying, developing and retaining talent amongst our staff with a bespoke CPD package in place for all of our team.

Our school is located on a modern and attractive campus that overlooks the River Thames. Inside our school, you will find a professional working environment with a calm and caring atmosphere based on mutual respect between all stakeholders. We pride ourselves on the fundamental principle that teachers have the right to teach and students have the right to learn.

We are proud to be part of The Bourne Education Trust (BET) - a successful multi-academy, across primary, secondary and special education. BET continues to grow a community of like-minded academies with the highest aspiration and dedication to achieving the best outcomes for their learners. They understand that people are the key to success and for this reason, believe in creating great places to work where people feel supported and encouraged to be the best they can possibly be. Staff within their schools can expect to be challenged and motivated to achieve their ambitions, and such is the scale and scope of the Trust's school-to-school support work, successful candidates can expect to receive rapid promotion either through direct placement or via secondments from their home school. As part of BET, we also recognise the hard work of our team by our extended holidays and a well-structured school day, which really supports work/life balance and flexibility.

If you wish to visit us or have an informal discussion with myself or one of the team about the post before applying, please feel free to contact our HR Officer on 020 8943 0033 or you can email [hrdepartment@teddingtonschool.org](mailto:hrdepartment@teddingtonschool.org).

We look forward to your application.

A handwritten signature in black ink, likely belonging to Paul Grills, the Headteacher.

## About Bourne Education Trust

Based in Surrey, Hampshire and Richmond, we deliver the very best educational experience for our pupils. It is responsible for the education of approximately 10,500 pupils and employs just over 1,300 staff. The Trust is organised into both phases and clusters to support specialist and cross-phase collaboration.

The size of its schools range from a one-form entry primary to an eight-form entry secondary school with a sixth form. Schools are equally important and carry the same influence in terms of decision-making within the Trust. Each school has its own head and local governing committee. The Trust is led by a team of 5 senior leaders who report to the CEO, Alex Russell.

Since 2012 it has taken 9 schools from special measures or requiring improvement to good or outstanding. The rest have maintained their good status whilst in the Trust. BET has transformed the finances in 12 of its schools so that no school in the Trust is in deficit.

BET's values are summarised by our strapline: **'Transforming schools; changing lives'**. We absolutely believe that all children regardless of context or background deserve a great education, hence our involvement in schools and communities that have not experienced this. Whilst we want our schools to retain their own identity, all BET schools share environments that are **extremely warm and welcoming, professional, relentlessly positive, highly aspirational and characterised by happy and safe pupils with excellent relationships between them and the staff**. In all classrooms and beyond pupils enjoy creative and effective teaching and learning that fosters belief and confidence.

Our philosophy is to have schools working as effectively as possible and serving their community. We err towards independence on the independence/standardisation continuum but never forget we are one organisation working together. Our schools welcome the support of the Trust and its collective ethos but relish their remit as local schools and the responsibility that brings. Where we have centralised, it has not been driven by us but by the legal framework in which we operate and the requirements of the Academy Trust Handbook.



Please click the link icon to visit the Bourne Education Trust website



## Our Promise

Every pupil can expect to:

- Be known by our staff
- Experience an aspirational culture in which we refuse to accept barriers to achievement
- Have ambitious targets and access to appropriate resources to support their learning
- Meet and talk with our staff regularly about their learning and progress
- Learn within the classroom with appropriate support and to receive extra help when necessary
- Have their learning and progress and that of their peers effectively tracked
- Experience peer-to-peer support within the classroom rather than having total reliance on adults
- Experience a caring and supportive culture in which every individual is safe and can thrive.



## About Our School

### Our Location

Teddington School is situated on the banks of the River Thames, in the London Borough of Richmond upon Thames, in a **£36m modern, attractive campus**. The local area has lots of open and green spaces and has become a desirable area to both have a family but also enjoy the benefits of living close to **Central London and Kingston-upon-Thames**.

 Please click the link icon to access the virtual tour of our school

The school is well serviced by public transport, with Hampton Wick train station a five-minute walk. We offer free car and cycle parking for all staff members.

### Our Benefits

- A shorter academic year (36.8 weeks per year) – meaning more holiday time and work-life balance
- Students leave school at 2pm on Fridays, giving the opportunity for an earlier finish
- A twilight CPD programme creating time off in lieu for longer holidays
- A commitment to reducing staff workload
- A 24/7 Employee Assistance Programme to support your mental health and wellbeing
- Visible SLT with an open-door policy to support your day to day
- Outstanding ECT training and support in partnership with the Xavier Education Trust
- Shared resources and lesson planning
- Great opportunities for career progression
- A professional network of over 20 schools across the MAT to share and receive expertise, guidance and support.

**“Staff at all levels speak about a clear ‘open door policy’ in the school. They feel that leaders take clear consideration of their workload and wellbeing. They value the training they receive”**

**Ofsted 2021**

 Please click the link icon to access the performance tables for Key Stage 4

 Please click the link icon to access the performance tables for Key Stage 5



**“Teaching takes place within a supportive and inclusive classroom environment...Teddington is a caring environment where diversity is recognised and celebrated”**

**“This is a school where pupils enjoy their lessons, feel happy and feel safe. Pupils are respectful towards one another and value the positive relationships they have with staff”**

**Ofsted 2021**



## Advert: Cover Supervisor

**34 hours per week (8am-3:15pm Mon-Tues-Thurs, 8am-5:15pm Wednesday, 8am-2:15pm Fri)**

**37 weeks per year (term time only)**

**Salary Range: NJC 16-20, Starting Salary: £29,700 FTE, £22,800 actual (*pay award pending*)**

**To start 1 September 2023**

We are seeking to appoint a committed, enthusiastic and dynamic Cover Supervisor to join our curriculum support team as soon as possible to provide high quality in-classroom teaching and supervising when classroom teaching staff are absent or unavailable, and to assist with general curriculum support as required.

This role is suitable for anyone considering a career in teaching, or those already qualified but seeking some flexibility or a different experience. There is scope for the right candidate to progress. You will be flexible and adaptable and need to be organised and able to use your initiative.

At Teddington School, we ensure that the educational experience all students receive is first class. Teachers at Teddington maintain the highest standards, have a positive outlook, are inventive in their thinking and adopt a 'can-do' approach.

Our School is in an exciting phase as part of the high performing Bourne Education Trust and has recently been judged 'Good' by Ofsted. We are located on a modern and attractive campus that overlooks the River Thames. Inside our school, you will find a professional working environment with a calm and caring atmosphere based on mutual respect between all stakeholders. We pride ourselves on the fundamental principle that teachers have the right to teach and students have the right to learn.

A job description and person specification, together with an application form are available to download from our school website.

Closing date for applications: **Friday 23 June 2023 at 12 noon**

Interviews: **Tuesday 27 June**

Please email your completed application form to Kim Bradstreet, HR Officer, ([hrdepartment@teddingtonschool.org](mailto:hrdepartment@teddingtonschool.org)) or you can post your application form for the attention of Kim Bradstreet, at Teddington School. Please note that we are unable to accept or consider CVs.

*Teddington School may hold interviews as and when applications are received, and this job may be withdrawn at any point without notice. With this in mind, you are encouraged to apply as early as possible.*

Teddington School is committed to safeguarding and successful applicants will be required to undertake a Disclosure and Barring Service (DBS) check.



"The value placed on newly qualified teachers is phenomenal. I have never felt like my comparatively few years of experience teaching has ever held me back. I was made to feel as valued and worthy of opportunities in progressing my career as much as any other member of staff"

**Hollie Pleavin, Head of Year 7**



# Job Description: Cover Supervisor

**Grade:** NJC 16-20  
**Hours:** 34 hours per week / 37 weeks per year  
**Responsible to:** Headteacher, Designated SLT member with oversight

## Role Description and Key Purpose

- To take responsibility of classes when the teacher is absent
- To give curriculum support as directed
- To assist with the invigilation of exams
- To accompany school trips if required

## Specific duties and responsibilities

- To take responsibility for groups and classes to cover the short-term absence or unavailability of the teacher
- To supervise and direct the class to complete the work that has been set, in accordance with school policies
- Liaising with other teaching staff and Heads of Department where appropriate regarding the work set
- To follow the school procedure to collate work and report back as required at the end of each lesson
- To manage student behaviour in line with school policies and procedures
- To establish good working relationships with students and act as a role model
- To cover tutor groups where required and register students and deliver tutor time activities.
- To accompany students on educational trips
- To assist in the invigilation of exams and tests
- To provide support for the delivery of curriculum as required, including small group and intervention work
- To provide some break and lunch time supervision as timetabled
- To take part in whole school training as required
- To follow all safeguarding and data protection procedures
- Any task which is appropriate to the post level in order to maintain/enhance organisational effectiveness
- To provide general support as required by the Headteacher

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The Board of Trustees, Local Governing Committees (LGC) and all leaders across Bourne Education Trust recognise and accept their responsibilities to provide a safe and healthy working environment for all employees, students and visitors. We expect all colleagues to take reasonable care of their own health and safety and that of others who may be affected by their actions at work. All BET employees must cooperate with us to access proper training and to make sure they understand and follow the Trust’s Health and Safety policies and procedures, and to help everyone meet their legal requirements. All colleagues must take responsibility for reporting concerns relating to health and safety matters through appropriate channels.



“I started working at Teddington School in the midst of the pandemic, and although a strange time, I have never felt so supported at work. There is a real feel of team culture, where everyone is happy to help anyone. It is so nice to work at a school where you do feel empowered to take risks in your teaching and are so supported in your own professional development with opportunities available. I am proud to say that I work at Teddington School!”

Rebekah O’Hanlon, Teacher of PE



## Person Specification: Cover Supervisor

### Essential

- Experience in a school environment
- Significant educational qualifications including strong Numeracy and Literacy skills
- Evidence of working with secondary age students
- Evidence of leading or teaching groups
- A broad understanding of the secondary national curriculum
- Able to take a flexible approach to their workload and priorities
- Have a commitment to inclusion, equal opportunities, and safeguarding
- Strong working knowledge of Microsoft Office 365 programmes

### Desirable

- Degree educated
- Previous teaching or cover supervisor experience
- D1 Minibus driving licence
- First aid qualification
- The ability to offer an extra-curricular activity



“One reason I love working at Teddington School is the community feel and supportive environment that is built on strong professional relationships and mutual trust between all staff members. Since becoming part of the Bourne Education Trust the professional network of multiple schools working together enables me to carry out my role with greater confidence and there are a wider range of career development opportunities”


Joe Taylor, Subject Leader, Science



Teddington School has a commitment to placing the promotion of equality, diversity and inclusion at the centre of every aspect of its work and we want all our staff to feel valued, appreciated and free to be who they are at work. Our staff body represents many different cultures, backgrounds and viewpoints, reflecting the makeup of our student population and ensures that all students have role models to guide them throughout their journey at Teddington.

## How to Apply

Interested candidates should complete an application form which can be downloaded from the school website.

 Please click the link icon to visit the vacancies page to download an application form


**Completed forms** should be emailed to [hrdepartment@teddingtonschool.org](mailto:hrdepartment@teddingtonschool.org) marked for the attention of Kim Bradstreet, HR Officer.


Please note that we are unable to accept or consider CVs.

## Useful Information

For further information about this vacancy please use the following contact details, quoting Ref: **Cover Supervisor**

 Kim Bradstreet, HR Officer

 020 8943 0033

 [hrdepartment@teddingtonschool.org](mailto:hrdepartment@teddingtonschool.org)

## How to find us

 Please click the link icon to access a map of the area

## Safeguarding

Teddington School is committed to safeguarding and protecting the welfare and safety of its staff and pupils, and follows safeguarding interview procedures. We expect all candidates to meet the highest standard of safeguarding and successful applicants will be required to undertake a Disclosure and Barring Service (DBS) check.



# Teddington School Leadership Team



**Paul Grills**  
Headteacher



**Karen Barham**  
Deputy Head



**Chris Daniel**  
Business Manager



**Alison McGrandles**  
Assistant Head



**Kath Corrigan**  
Assistant Head



**Natalie Fenton**  
Assistant Head



**Dale Spick**  
Assistant Head