

June 2018

Dear Applicant

Vacancy for Cover Supervisor (BG8)

Thank you for your interest in this key post as a permanent, Cover Supervisor to start in **September 2018**.

St Mary Redcliffe and Temple is a successful and heavily oversubscribed 11-18 co-educational, Church of England, comprehensive school of over 1650 students, serving families from the whole of greater Bristol and beyond. We are located at the heart of the city and have a diverse student community with considerable parental support. 48% of students in the main school are from black and minority ethnic backgrounds and 15% of students have been recorded as being entitled to free school meals (Ever6). We educate relatively high numbers of Children in Care. Our diversity is a strength and something we celebrate. The Redcliffe Sixth Form Centre currently houses around 600 students taken from our own school and from many other schools across the City.

The School is proud of its academic record and 84% of GCSE grades were at grade C/Level 4 or above (up from 78%). 87% of students achieved a Level 4 or above (equivalent to a C) in English and Maths. Sixth form results are also high with a 99% pass rate and 81% at grade C or above. 32% got A* and A grades (up 5%). Most sixth form students continue on to Higher Education, including 9 taking up Oxbridge places.

The School was judged in January 2012 and again in April 2015 to be outstanding by Ofsted in each and every category. Ofsted judged Leadership and Management, Behaviour and Safety of Pupils, Quality of Teaching, Achievement of Pupils, and Sixth Form Provision, all as Outstanding. We were judged outstanding in three church school (SIAMS) inspections (2007, 2012 and March 2017).

We are a National Support School (since July 2013) and a National Teaching School (since March 2014). The Headteacher is a National Leader in Education. The 2015 Ofsted comments capture our passionate commitment to providing opportunity for all staff to develop. "Staff are encouraged to develop leadership roles, including working with, and helping to improve, other local schools. All leaders contribute extremely well to improving teaching and learning." "The school invests heavily and productively in ensuring that staff and leaders have every opportunity to develop their expertise for the benefit of students. Professional development for staff is extremely well planned and implemented; it is linked closely to teachers' targets for improvement."

The School was fortunate to be part of 'Building Schools for the Future' Wave 4 and we moved into a significant new block in early November 2010. This houses Music, ICT, Technology, Science, Art, English, Maths, Learning Resource Centre, PE and staff facilities. In addition we have a sports hall, as well as a gym and a swimming pool. Humanities and Languages are housed in a refurbished 1980s building which is also the base for Year 7 students. We also have a large Sixth Form block.

Our team of Cover Supervisors works to cover lessons in teachers' absence. Work is provided either by the absent teacher or by their Head of Subject. Each Cover Supervisor is attached to one of our Main School Houses, where they help by taking a register should a Tutor be absent from school, attending a House Assembly or by working as an Associate Tutor supporting students. In addition, Cover Supervisors lend other support by occasionally covering in the school's Isolation Room or by helping Heads of House with filing. We provide excellent development for our Cover Supervisors with many going on to pursue careers in teaching.

This post is 35 hours per week and graded BG8, term time only + 5 INSET days. The salary range for this job will be £20,661 rising to £22,658 per annum pro rata, which works out at an actual salary of £17,017 rising to £18,662.

We are committed to safeguarding the welfare of children and expect all staff to share this commitment. An enhanced Disclosure & Barring check is required for the successful applicant.

At St Mary Redcliffe and Temple School we believe that diversity is a strength which should be respected and celebrated by all those who learn, teach, work and visit the school. We are committed to ensuring equality of education and opportunity for staff, pupils, parents/carers, governors and all those receiving services from the school, irrespective of their gender, sexual orientation, colour, race, religion, nationality, ethnicity, disability or marital status.

The closing date for receipt of applications is as advertised, **Thursday 21 June 2018**. All applications must be received, by **10.00am of that date**. Interviews will be held **on Friday 29 June 2018**. Applications only by email to **jobs@smrt.bristol.sch.uk**. We acknowledge the receipt of all applications received electronically. It is school policy to only respond to applicants who are invited for interview, so if you do not hear from us by **the end of July**, please assume that you have been unsuccessful on this occasion.

I look forward to receiving your application and thank you for your interest in this post.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'Ian Morris', with a stylized circular flourish at the end.

Ian Morris
School Business Manager