Noel-Baker Academy
A L.E.A.D. Academy

Candidate Information Pack

Cover Supervisor

Noel Baker Academy



Benefits of being part of the Trust



Annual leave

Teachers enjoy up to 13 weeks annual leave during school holidays. This is in addition to any bank holidays or statutory holidays.

Support staff benefit from an enhanced holiday allowance, starting at 26 days up to a maximum of 36 days, pro-rata for term time only staff. The allowance is dependent on the role and amount of service increasing after 5 and 10 years service.



Competitive salary

All Trust roles (except apprentices) offer a minimum hourly rate above National Living Wage, with salary progression.



Pension scheme

Teacher's Pension Scheme or LGPS, with generous minimum employer contribution of 17.4% plus life cover.



Online GP service

24/7 access to online GP consultations, providing advice, diagnosis, referrals, and ongoing support for all staff.



Flu vaccinations

Free seasonal flu vaccinations for employees who are not otherwise eligible, ensuring health and wellbeing.



CPD

Individual development plus high quality professional development through the L.E.A.D. Teaching School Hub for teachers.



Employee Assistance Programme

Free 24/7 support for employees, offering counselling and resources for emotional, financial, and legal issues.



Free eye test

Free eye test every two years for regular computer users, reimbursed through expenses to promote wellbeing.



Occupational Health

FREE services available to support employee well-being and promote a healthy work environment.



Physiotherapy services

Access to free physiotherapy to aid recovery, support physical health, and promote overall employee wellbeing.



Access to discounts

Exclusive discounts and cashback on travel shopping, insurance and utilities through the Blue Light Card, Discounts for Teachers and Teacher Perks.



Travel expenses

Business travel expenses reimbursed at the HMRC maximum mileage rate to support staff travel needs.

Further information about our benefits can be found on the Trust website

Welcome from the Headteacher



I am incredibly proud to be the Headteacher of Noel-Baker Academy. We recognise that there is always opportunity for continual improvement; we want Noel-Baker Academy to not only be the Academy of choice in the local community, but to continually be improving in every aspect. It's an amazing place to work and I strongly encourage anyone considering applying for one of the roles below to get in touch with us via vacancies@noelbakeracademy.co.uk to arrange a visit to the school.

Paul Greenough – Headteacher

About Noel-Baker Academy

At Noel-Baker Academy everything we do is underpinned by our passionate belief that outstanding schooling is the right of every child, and a determination that such a vision is achievable. We believe that our students are entitled to the same breadth and depth of provision as any student attending any of the best schools in the country. This is a vision shared with the LEAD Academy Trust, of which we are a part. We are on a journey towards excellence and that with persistent effort, hard work and patience amazing things can and will be achieved for and by our young people. We believe in and aspire to provide an inclusive education for all. That is, high expectations of and for all pupils, an insistence on excellent behaviour, equal access to an academically rigorous curriculum taught by highly skilled subject specialists and a sharp focus on high value enrichment opportunities that will enable all students to excel. We will never accept that family background, socio-economic circumstances or prior attainment will inevitably limit young people's potential and so the profile of our intake will always be a reason for our provision, and never an excuse for our outcomes.







About the Role

We are seeking a highly organised, confident and proactive Cover Supervisor to join the team at Noel-Baker Academy. This is an exciting opportunity for someone who is passionate about supporting young people and ensuring pupils continue to receive high-quality learning when their usual teacher is absent.

The successful candidate will supervise classes across a range of subjects, ensuring that work set by teaching staff is completed and that pupils remain focused and engaged in their learning. You will provide clear instructions, manage classroom behaviour effectively and create a positive and purposeful learning environment.

You will work closely with teaching, pastoral and support colleagues to ensure lessons run smoothly, responding appropriately to pupils' individual needs and following the academy's behaviour and safeguarding procedures. The role will also involve supporting the wider day-to-day operation of the academy where required.

This role would suit a confident, resilient and approachable individual who can build positive relationships with young people, manage a classroom effectively and remain calm and professional in a busy school environment. It would be particularly suited to someone considering a future career in teaching or looking to gain valuable experience working within a secondary school.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

What We Are Looking For

We are looking for an organised, confident and enthusiastic Cover Supervisor who is passionate about supporting young people and helping them to achieve their full potential. The successful candidate will:

- Have GCSE Grade 4/C or above (or equivalent) in English and Mathematics and a commitment to ongoing professional development.
- Have experience working with young people, ideally within an educational or secondary school setting.
- Demonstrate excellent organisational skills, with the ability to manage competing priorities and adapt to different classes and subject areas.
- Be confident in supervising classes and ensuring pupils remain focused and engaged with the work set by teaching staff.
- Have excellent communication skills and the ability to build positive and professional relationships with pupils and colleagues.
- Be confident in managing classroom behaviour, responding appropriately to challenging situations and applying school policies consistently.
- Demonstrate high levels of professionalism, resilience and the ability to remain calm in a busy school environment.
- Be able to work independently, use initiative and respond flexibly to the needs of the academy.
- Be committed to safeguarding, equality, diversity and inclusion.
- Be passionate about supporting pupils' learning, progress and positive outcomes.

This role would suit someone with experience of working with young people or within a school environment, or an individual looking to gain valuable classroom experience before progressing into teaching or another education-based career.

Why Join Noel-Baker Academy

This is an excellent opportunity to join a supportive and values-driven academy where you will make a direct contribution to supporting pupils' learning, engagement and positive outcomes.

By joining our team, you will benefit from:

- A varied and rewarding role supporting pupils' learning across a range of subjects and year groups.
- The opportunity to work closely with teaching staff, pastoral teams and colleagues to ensure continuity of learning when teachers are absent.
- A key role working directly with pupils, supporting them to remain focused, engaged and on task within the classroom.
- The opportunity to develop valuable experience in classroom management, behaviour management and supporting teaching and learning.
- Working within a collaborative and supportive environment that values professionalism, development and continuous improvement.
- Access to the opportunities, support and professional development offered through L.E.A.D. Academy Trust, underpinned by the Trust's values to Lead, Empower, Achieve and Drive.

What do our pupils say

Noel-Baker Academy is a place where pupils and teachers work together to help each other succeed. As a Year 11 head pupil, I've experienced first- hand how supportive, dedicated and passionate the staff are. This is an academy where teachers genuinely make a difference - not just in the classroom, but in the wider community too.

Join Noel-Baker Academy and become part of a passionate teaching team committed to high expectations, strong relationships and outstanding learning. As we are supported as pupils, you will also be supported to make a lasting impact on our lives every single day.At Noel-Baker Academy, all staff play a vital role in our success and wellbeing as pupils. From my experience, you will be welcomed into a supportive, respectful and hardworking community where your contribution genuinely matters. Noel Baker is a place where staff can thrive, feel valued and truly enjoy coming to work every day. We do! As a Year 11 head pupil at Noel-Baker Academy, I can honestly say that the teachers here make a huge difference to our lives. We notice when teachers believe in us, push us and help us grow- not just in our subjects, but as people.

Our Location and Community

Noel-Baker Academy is ideally located in an area that combines excellent connectivity with a high quality of life making it an attractive place to both live and work. The academy is well connected to nearby towns and cities, by a good road network providing easy access to a wide range of professional, cultural and leisure opportunities while retaining a strong local identity.

The local area benefits from a welcoming community, good amenities and affordable cost of living, making it particularly appealing for those looking to settle, relocate or achieve a healthy balance between professional commitment and personal life. Many staff value the sense of community and the supportive, down-to-earth environment in which the academy sits.

One of the standout features of the area is the close proximity to the Peak District National Park, offering exceptional access to some of the country's most beautiful landscapes. Within a short distance, you can enjoy:

· Walking, cycling and wide range of outdoor pursuits

· Stunning countryside, reservoirs and historic villages



How to apply

Contact email: HR@noelbakeracademy.co.uk

Contact number: 01332 572026

Please apply online through the Trust recruitment portal or visit recruit.sampeople.co.uk/Jobboard/Trust/lead.

Applications will be reviewed upon receipt, therefore shortlisted candidates may be contacted in advance of the closing date.

L.E.A.D. Academy Trust is committed to safeguarding and promoting the welfare of children and young people and we can expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.

About the Trust

L.E.A.D. Academy Trust was established by Diana Owen, CBE in 2011 using her considerable experience as an executive headteacher, National Leader of Education, Primary Strategy Consultant Leader, coach and mentor.

The Trust comprises 24 primary and 3 secondary academies across the East Midlands. All academies strive to achieve the highest standards of behaviour and conduct while providing outstanding teaching and learning.

Our values

The acronym L.E.A.D. embodies the four key principles at the heart of the Trust: strong leadership at every level; empowering everyone to aim high; providing the opportunity for all to achieve and constantly driving for improvement.



Lead



Empower



Achieve



Drive

"We are determined to bring about change and improvement to educational standards in the region by appointing visionary leaders who believe in the Trust's vision and values and are committed to making a tangible difference to the lives of children and young people."
Diana Owen,CBE Trustee and Chief Executive of L.E.A.D. Academy Trust.



24 Primary Academies

03 Academies

05 Geographical Regions

11,500

1,650

Noel-Baker Academy

A L.E.A.D. Academy

Derwent Campus
Bracknell Drive
Alvaston
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