



# Candidate Information

School Supervisor

*One Year Fixed Term Contract*

September 2025

## The Role

A School Supervisor is required for September 2025 for a **one year fixed term contract**. We are looking for someone who is reliable and committed as well as being an excellent role model for the children. Recent relevant experience of working with secondary-aged pupils in an educational setting is desirable. The hours of work are Monday, Tuesday, Thursday and Friday 8.10am – 5.00pm, Wednesday 8.00am – 4.20pm during term time plus attendance at training sessions, INSET days and occasional meetings after School.

The salary is £23,600 per annum.

Based in the Day House area and reporting to the Deputy Head (Academic), the School Supervisor will be responsible for supervising children in the classroom, refectory and recreational areas. There will be occasions when they will cover for the boarding house matrons, supervise groups of students working outside their normal classroom, support individuals or groups with particular learning needs, undertake exam invigilation and provide assistance to teachers or support staff working in academic departments.

Working as a School Supervisor should be extremely rewarding. The post holder will need to be highly adaptable, as there is no regular timetable, be confident, organised and, at times, diplomatic, patient, flexible and creative with a good sense of humour. This post would be ideal for someone who has a good understanding of how to get the best from and enjoy working with teenage children and wants to be part of a friendly community. Staff are expected to possess the ability to communicate effectively at all levels, deliver good pastoral care, be confidential and good listeners, have high standards for themselves and others and take great interest in our pupils and their needs.

## Person Specification

- Good literacy and numeracy skills
- Good general standard of education ;
- Recent relevant experience working with secondary-aged pupils in an educational setting; (desirable)
- The ability to manage groups of pupils;
- The ability to build good relationships with pupils, teachers, support staff, parents and carers;
- The ability to work as part of a team;
- Excellent communication and listening skills;
- High standards for themselves and of pupils' dress and behaviour;
- Competent IT skills with a good eye for detail.

## Main Tasks and Responsibilities

- Adhering to the School's ethos, understanding and complying with the School's policies and procedures for child protection, and being aware of the appropriate response needed in these areas at all times;
- The supervision of classes during the absence of teachers. The primary focus will be maintaining good order and keeping students on task;
- Be a Form Tutor
- The supervision of children in the refectory and recreational areas, as well as covering for the boarding house matrons;
- Support individuals or groups with particular learning needs;
- Supporting with examination invigilation;
- Providing assistant to teachers and support staff working in the academic departments;
- Promote positive values, attitudes, good student behaviour and health and safety, dealing promptly with conflict and incidents in line with established policy and encourage students to take responsibility for their own behaviour;
- Manage the behaviour of students whilst they are working to ensure an appropriate learning environment, which is purposeful, orderly and productive, including:
  - ◆ completing electronic registers for registration;
  - ◆ dealing with any immediate problems or emergencies according to the School's policies and procedures;
  - ◆ collecting any completed work after the lesson and returning it to the appropriate teacher, reporting on behaviour and any issues arising;
  - ◆ rewarding students, where appropriate, in accordance with School procedures;
  - ◆ Establish productive working relationships with students, acting as a role model and setting high expectations;
  - ◆ Promote the inclusion and acceptance of all students within the School;
  - ◆ Recognise and respond to the individual needs of students;
  - ◆ Encourage students to interact and work co-operatively with others and to engage in all activities.



## Application Process

Applications will only be accepted from candidates completing the application form in full. CVs will not be accepted in substitution for completed application forms.

Covering letters of application should state particular skills and attributes you can bring to Sutton Valence School and a brief details of how you fit the position, including specific details of skills, experience and achievements.

Do not meet every single requirement? Studies have shown that women and people of colour are less likely to apply to jobs unless they meet every single qualification. At SVS we are dedicated to building a diverse and inclusive workplace, so if you're excited about this role but your past experience does not align perfectly with every qualification or experience in the information provided, we encourage you to apply anyway. You may be just the right candidate for this or other roles.

Further information about Sutton Valence School can be found on our [website](#). To apply please complete the [application and monitoring form](#) and email it with a covering letter to [hradmin@svs.org.uk](mailto:hradmin@svs.org.uk) or post it for the attention of the Assistant Bursar, Sutton Valence School, North Street, Sutton Valence, Kent ME17 3HL.

**Closing date:** Friday 23rd May 2025

Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS), and a declaration of medical fitness. It is an offence to apply for this role if the applicant is barred from engaging in regulated activity relevant to children.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. A copy of the School's Child Protection policy may be found on the School's website, which all applicants are expected to read prior to interview.

*Sutton Valence School is an equal opportunities employer.*

*Please note: we reserve the right to appoint prior to the closing date.*

## The School

Sutton Valence School consists of Sutton Valence School (SVS) and Sutton Valence Preparatory School (SVPS).

Whilst not fiercely selective on entry, its value added statistics are impressive. For those subjects Sutton Valence offers at A Level, the School aims to be in the top 10% nationally for adding value, managing to bring out the academic potential in every pupil. Equally impressive is the breadth of education on offer, which at GCSE is tailored to each pupil's strengths, recognising that academic achievement is only one measure of success.

The Senior School's roll is currently 560 of which 113 are boarders. Class sizes are small and the overall pupil-staff ratio of 9:1 enables Sutton Valence pupils to benefit from the close guidance and individual attention of teachers. The academic staff are all highly-qualified subject specialists.

Contained within the 100 acre site, there are dedicated games pitches, an all-weather playing surface, a sports centre, which contains a fitness suite, an all-weather athletics track and field sports arena and an indoor six-lane swimming pool. Sutton Valence Preparatory School occupies its own site in the neighbouring village of Chart Sutton and currently has 285 pupils between the ages of 2 and 11.



## Vision, Mission and Ethos

### Vision

Through our community values, broad curriculum, and extensive enrichment opportunities, we believe that all young people at Sutton Valence School will be inspired and supported to fulfil and exceed their potential. We want our students to be open-minded individuals who possess a love of learning, are confident not arrogant, and have a strong set of values reflecting our principles as a Christian Foundation.

**Our Mission** is to have a School where one will find:

- **Care**

A caring, safe, supportive and kind community for the education of children aged 2 to 18, in a day and boarding environment

- **Challenge**

A challenging, relevant and broad curriculum encouraging curiosity, delivered in ways that allow all to achieve

- **Choice**

An outstanding range of creative, cultural, social and physical activities so that all can develop skills such as self-discipline, commitment, leadership and teamwork

- **Culture**

A culture of curiosity and celebration of diversity which promotes excellence, independence and high standards, whilst providing support to all who need it

- **Community**

A grounding in moral and spiritual understanding which promotes respect for others, along with self-respect, enabling all to contribute positively to their School community and the world beyond it

### Ethos

A community where each cares for all and individuality is cherished.

# Benefits to Working at SVS

## Community and Environment

We are very proud of the positive and supportive community we have and staff often comment on this being one of the best aspects of working at SVS. This, coupled with a beautiful physical environment both at School and in the immediate vicinity, make it a highly desirable place to work. Classrooms are well resourced. All teaching staff have their own devices, and our ICT facilities are regularly upgraded to support the latest teaching initiatives. Excellent discipline, support and pastoral systems help ensure successful teaching and learning.

## Fee Remission

All staff with a contract for at least one full term and have children who attend either the Senior or Preparatory School will be eligible to receive a discount in respect of School fees (excluding the Nursery). The current rate of discount is 50% for full-time staff, and for part-time staff the relevant percentage will be calculated on a pro rata basis. Support Staff working less than 52 weeks are deemed part time.

## Staff Development

The School has a strong commitment to professional development with a substantial budget for whole School training and individual courses, support towards degrees, teaching qualifications and apprenticeships.

## Staff Social Events

The School holds social events such as an end of year BBQ, staff drinks and canapes with the Headmaster at the start of the year, regular staff drinks at SVPS and the Support Staff Christmas Lunch.

## School Meals

Lunches during term time are provided at no cost by our excellent caterers. Complimentary tea, coffee and other refreshments are available throughout the day.

## Benenden Healthcare Membership

All staff are welcome to join the [Benenden Healthcare Scheme](#). The cost of joining Benenden is currently £11.90 per month; the School pays up to 80% of contributions, based upon length of service. Further information is available from the Bursary.

## Pension

Academic staff are offered membership to the TPS or to the [APTIS DC Scheme](#). The teacher's gross salary will be dependent on the pension scheme and contribution level chosen.

Support Staff are offered the opportunity to join a [defined contribution \(DC\) scheme TPT](#), and currently offer two levels of contribution. With Option One, the employee contributes 5% of their salary, and the School contributes 3%. With Option Two, the employee contributes 7% and the School contributes 14%.

## Fitness Facilities

All staff may use the Senior School's fitness facilities at designated times. These facilities include an indoor, heated, six-lane swimming pool, a fully equipped air-conditioned Strength and Conditioning Suite, and a Cardiovascular Suite, as well as a large sports hall available for a multitude of sports. The Prep School has both an outdoor swimming pool and play equipment available for staff to use.

## Free Parking

Both the Senior and Preparatory School sites have free, ample parking available for staff. The Senior site has five EV charging points, and both sites have allocated accessible bays.

## Electric Vehicle Scheme

All staff are offered the opportunity to purchase an Electric Vehicle (EV) as part of an HMRC approved Salary Sacrifice scheme; [Octopus Electric Vehicle](#). Basically, this is much like a cycle-to-work, but for electric vehicles. You give up some of your gross monthly pay for a new EV, and can save up to 40% on the monthly cost thanks to saving on National Insurance and Income Tax.

## Press Reader

The School has a subscription to Press Reader which allows anyone on the SVS networks access to over 7,000 news publications from across the world in different languages.

## Eye Tests

If you need to use a computer for a significant amount of time a day for your job, you may be eligible for a free eye test.



**Sutton Valence School**

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[www.svs.org.uk](http://www.svs.org.uk)

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