

COVER SUPERVISOR

Thistley Hough Academy

September 2019

Closing Date: 10th July

Interview Date: 16th July



THISTLEY
HOUGH
ACADEMY
*Creative
Education
Trust*



Dear Colleague

Thank you for your interest in joining the team at Thistley Hough Academy.

Thistley Hough Academy joined the Creative Education Trust in September 2013 and has been on a journey to now become one of Stoke-on-Trent's most improved schools.

As our Academy sponsor, the Creative Education Trust is focused on the quality of the educational experience it provides for students. At Thistley Hough Academy we pride ourselves on delivering an ambitious, broad and balanced curriculum, enabling every student to be successful, responsible, resilient, confident and skilled young people.

We believe every student is entitled to outstanding educational provision. In the City of Stoke-on-Trent there has been a legacy of underachievement, and continually improving learning standards provides a crucial passport to future success.

We were delighted to be awarded a 'good' with 'outstanding features' judgement from Ofsted in March 2017 and are firmly committed to become graded as 'outstanding' through a rigorous and continuous programme of educational improvement.

At the heart of everything we do is a desire to create learners who are articulate, creative, resourceful and independent with a strong moral purpose. We aim to cultivate independent learners who make connections, who strive for academic success and for personal achievement.

As well as academic excellence, we encourage pride, respect and commitment, which has become a mantra throughout the Academy. Thanks to our high standards of behaviour our staff are free to teach, and our students can develop a lifelong love of learning in a caring supportive environment.

We raise aspirations through a knowledge connected curriculum, based on a sequence of learning aimed at developing the knowledge and thinking of all our students. This is achieved through a tailored curriculum, outstanding pastoral care, and an extraordinary range of extra-curricular activities which are the cornerstones of our academy.

We are looking for an ambitious, experienced, committed and dynamic individual to join our team. You must believe passionately in making a difference to the life of every student, and in return you will be rewarded with a highly competitive career package.

I look forward to receiving your application.

Yours sincerely,

Jayne Schofield

Principal

“We believe every student is entitled to outstanding educational provision”

You can find out more at:
www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST

Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.

Our aims for our students are to:

- ★ Raise their attainment in exams and tests through outstanding teaching
- ★ Make them intellectually curious with a sense of confidence
- ★ Increase their participation in HE, FE and apprenticeships
- ★ Ensure they have employable skills and attitudes
- ★ Create rounded individuals through a wide choice of co-curricular activities



We are achieving our aims through:

- ★ Educational rigour
- ★ Organisational effectiveness
- ★ Financial efficiency
- ★ Partnership & recognition of local identity
- ★ Respect for autonomous leadership
- ★ Quality not quantity
- ★ Promoting practical creativity

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www.creativeeducationtrust.org.uk



ABOUT THISTLEY HOUGH ACADEMY



Thistley Hough Academy is a mixed school catering for students aged 11-16 located in the village of Penkhull, Stoke-on-Trent.

The Academy joined the Creative Education Trust in September 2013 and is now one of Stoke-on-Trent's most improved schools and is graded as Ofsted 'good'.

With strong pastoral support for both staff and students, coupled with a broad range of co-curricular activities, Thistley Hough Academy offers a supportive learning community where you can reach your full potential.

MORE ABOUT THISTLEY HOUGH ACADEMY

- £15m state-of-the-art building and facilities
- Rated 'Good' by Ofsted with 'outstanding features'
- Winner of the Happiest School Award 2018
- TES Community and Collaboration Award 2018 – shortlisted
- Dedicated staff CPD programme & wellbeing group
- Training and mentoring opportunities through the Creative Education Trust



Summary of Thistley Hough Academy's Progress Scores in 2017:

- Progress 8 score: **+0.13**
- Attainment 8 score: **43.1**
- Pupils entering EBacc: **30%**
- Staying in Education or entering employment: **93%**

To see full details of the school performance data please visit:

<https://www.compare-school-performance.service.gov.uk/school/139068/thistley-hough-academy>

SUPPORT FOR OUR STAFF

Our staff are dynamic individuals who believe passionately in making a difference to every student, and we are committed to providing them with the highest quality support and opportunities to increase their skills and progress.

Personal and professional development is supported through our **'Growing Our Own'** model of bespoke continuous professional development which enables professional learning pathways for individuals, departments and groups of staff.



OUR 'GROWING OUR OWN' MODEL

- DfE pilot project for Early Careers offering staff within the first 4 years of their career, additional protected time and bespoke coaching from middle leaders to continue their professional development following initial teacher training.
- Coaching entitlement at all career levels including mindfulness coaching.
- Undertake externally recognised accredited training e.g. for aspiring middle and senior leaders NPQML, NPQSL etc.
- Leadership secondment opportunities.
- Subject specific development - exam specification training, teacher subject specialist training etc.
- Access to cross-trust learning support - focus groups, year-specific forums etc.
- Weekly professional development entitlement – dedicated 2 hours for activities including research action groups, departmental specific development etc.



Staff well-being and work/life balance are central to the success of our academy. We openly consult with staff over changes which impact on their working day, and actively encourage participation in our staff wellbeing group.

You will find an academy that:

- Provides strong and effective leadership at all levels.
- Fosters and develops a strong team ethos among all its staff.
- Is highly supportive and values and develops people.
- Is forward thinking and outwardly facing.
- Is committed to developing staff and student leadership skills.
- Encourages wider participation in local and national agendas.
- Offers an exceptionally supportive Academy Council and local community.
- A staff wellbeing group to ensure their views are represented at senior leadership team meetings. Activities such as staff sports days, walking groups and staff yoga classes are actively encouraged and supported.



You can find out more at:
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COVER SUPERVISOR JOB DESCRIPTION AND PERSON SPECIFICATION

LOCATION

Thistley Hough Academy, Stoke-on-Trent

SALARY

Negotiable

CORE PURPOSE

- Supervise students engaged in learning activities
- Act as a role model and set high expectations of conduct and behaviour
- Promote the inclusion and acceptance of students within the classroom
- Keep students on task and respond to general queries

RESPONSIBILITIES

GI DDCFH: CF STUDENTS

- [illegible]

GI DDCFH: CF TEACHERS

- [illegible]

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GI DDCFH: CF STUDENTS

- Be aware of and comply with the policies and procedures relating to child protection, equal opportunities, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
 - Be aware of and support difference and ensure all students have equal access to opportunities to learn and develop
 - Participate in training and other learning activities as required
 - Attend relevant school meetings as required
 - To respect confidentiality at all times
 - To undertake Child Protection Training/ any training applicable to the role as directed by the school
 - To attend all INSET training as set by the school
 - To review and develop your own professional practice, including taking part in annual performance review
 - Any other such matters as the school may reasonably request
- The duties of the post may be varied from time to time, in a manner that is compatible with the post held, at the discretion of the Principal.

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> Maths and English GCSE at grade C or above 	
EXPERIENCE/ PERSONAL CHARACTERISTICS	<ul style="list-style-type: none"> The postholder will be an ambitious, have a professional and positive approach to their work as well as being driven to bring about continuous improvement in your professional career and seek new challenges. 	<ul style="list-style-type: none"> Previous experience of working within education
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> Have a professional and positive approach Be driven to bring about continuous improvement in your professional career and seek new challenges Be able to demonstrate a commitment to sharing the passion and knowledge to others Have the ability to work well under pressure Possess strong communication skills Be computer literate 	<ul style="list-style-type: none"> Understanding of relevant legislation, policies and procedures and the ability to understand real educational situations Strong IT, systems, administrative and organisational skill
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> Excellent organisational and time management skills Ability to handle problems positively and calmly Flexible approach to work Team player as well as able to use own initiative Excellent standards of attendance, punctuality and dress Calm under pressure Excellent Customer service skills Strong IT systems and administration and organisational skills 	<ul style="list-style-type: none"> A team player that can work collaboratively and use own initiative. Belief that every student should have access to an excellent education regardless of background
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality diversity 	
SAFEGUARDING	<ul style="list-style-type: none"> The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful candidate will require an enhanced DBS clearance 	
OTHER REQUIREMENTS	<ul style="list-style-type: none"> Right to work in the UK Willingness to undertake training Flexible attitude towards undertaking additional tasks 	

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines

You can find out more at:

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