**Lord Lawson of Beamish Academy – “Each other and our Dreams”**

Lord Lawson of Beamish Academy is a successful, vibrant, and happy academy of which staff and pupils are justifiably proud. The academy’s most recent Ofsted report (2013) concluded that the academy was securely “good” and that pupils “have very good relationships with staff and with each other”. The same report stated that “The percentage of pupils gaining five GCSE at grades A\* to C is well above the national average and has been for a number of years” and that “Pupils’ achievement is outstanding in many subjects”

We pride ourselves on putting young people at the heart of the organisation and on offering a broad and balanced curriculum with a determination to see every child flourish and reach their full potential.

Many of our pupils are involved in top-level performance in sport, music, drama and the arts, several of them at a national or even international level.

The following core principles are at the heart of our Academy and summarise our approach to education.

**Personalising Learning**

This means knowing pupils well, establishing a safe and supportive environment for all pupils, and being flexible enough to respond to the individual needs and aspirations of the young people who choose to attend Lord Lawson of Beamish Academy.

**Professionalising Teaching**

This means a well-planned curriculum designed to develop Knowledge, Skills, and Qualities, and to offer pupils a broad range of learning experiences which will help to prepare them to become lifelong learners and independent thinkers. It also means putting the best teachers in front of pupils and a commitment to continuous professional development as a means for teachers to explore and share best practice.

**Intelligent Accountability**

This means having high expectations for our pupils, holding pupils and ourselves accountable for the progress they are making, and reporting progress to parents at regular intervals throughout the year.

**Innovation and Collaboration**

The academy is committed to scanning the horizon for new and best practice in education and to working with other “outstanding” organisations in the region and across the country.

**Community and Culture**

We are an academy at the heart of its community and responsive to its needs while also recognising that our pupils are increasingly part of a global community. Our culture is one of high aspiration and mutual respect and is characterised by our “5 Rs +1”. These are the qualities we wish to develop in our pupils and they are: Resilience; Responsibility; Resourcefulness, Reasoning; Reflection; and our “+1” Respect.

**The Post**

We wish to appoint a Cover Supervisor five days per week, term time only, Scale 7-9 (E) (£19,554 - £20,344 per annum pro rata).

The primary focus of the role is Cover Supervision i.e. to cover lessons when teachers have a planned absence. Pupils will continue their learning by carrying out pre-prepared activities under your supervision. This role does not involve planning or preparing lessons.

Another aspect of the role will involve working with pupils, either 1:1, in a small group or in-class support. This will be when no cover has been allocated to you for the lesson period. This is support SEN and Pupil Premium pupils to achieve their full potential.

The day to day management of the post will be via the Pupil Support Co-ordinator whilst also being linked to the SEN Team.

**The Application**

Shortlisting will be carried out according to criteria and will be assessed using the completed application form that is enclosed and the letter of application that should accompany it. In this letter it would be helpful if there was some indication of how you hope to develop professionally in the future. In essence, we want to know what you can offer our academy and our pupils.

**The interview**

Shortlisted candidates will be notified via email or phone. We have yet to finalise the arrangements for the interview

Once again, we look forward to hearing from you.