

Recruitment 23/24

Cover Manager



Minsthorpe
Community College



Mr Mark Gilmore & Mrs Rachael Merritt
Joint Principals



Minsthorpe Community College

Welcome

Dear Applicant

Thank you for your interest in Minsthorpe Community College. We hope that the information contained within this pack will help you decide if you have the right qualities, skills, and experience to apply for our vacancy.

Minsthorpe Community College is a very special place. Between us, we have more than 40 years' experience working here. When we became Joint Principals in April 2019, we wanted to bring to life the vision and values that we truly believe make this College and its community the amazing place that it is. At Minsthorpe Community College our core values of motivation, commitment and care permeate through everything we do. They are brought to life in all aspects of our College life and not just put up on the walls as decoration. Our vision for Minsthorpe will only ever happen when we live through these values which we hold dear.

Minsthorpe's core values are built on our response to the following question. As a parent, looking for a school, college, or university for our own children, what is it that we actually look for in a place? Firstly, we want a place where our children love to learn; somewhere where they get up every morning and want to go to, where they are motivated in all the subjects they study and where there is a wide range of extra-curricular activities for them to enjoy. Secondly, we want to find a place where they will get a world-class education, where teachers and students are committed to achieving the very best to move them to the next phase of their education. Finally, we want a place that will look after our loved ones. A place where people care for each other and put an arm around someone if they are in need. We want to know that there is always an adult available whenever needed and where children will make friends that will last a lifetime.

Our vision for Minsthorpe is that every single person has a part to play in strengthening our learning community. Students, staff, parents, and governors all have a crucial role to play each and every day. We say to our students that we all have different talents and whether you are an amazing mathematician or can speak a foreign language, whether you are a great footballer or a talented tennis player, whether you love reading, are passionate about the environment or have an incredible singing voice, everyone has a part to play here. We are ambitious for our students to be the best that they can be. We want them to be motivated to come to College, committed to their education and to care for each other.

We are seeking to appoint staff who will share this vision and work with us to make it a reality. At Minsthorpe, we invest in the recruitment, development and retention of caring professionals who are committed to constantly reviewing and improving the quality of learning, teaching and support. We expect that staff are motivated to work collaboratively in setting high expectations for all students with a relentless focus on student learning and progress. In return, you will benefit from working with caring colleagues who will support you in your role and your personal and professional development.

If you would like to arrange a visit to the college, we would be more than happy to show you around so you can get a feel for who we are.

Email enquiries@minsthorpe.cc and we will arrange a convenient time for you to come and visit Minsthorpe Community College. We look forward to hearing from you.

Mr Mark Gilmore/Mrs Rachael Merritt
Joint Principals

Vision & Mission



Vision

Minsthorpe Community College:
A place where everyone plays a part in strengthening our learning community through motivation, commitment, and care.

Mission

Students

At Minsthorpe, we motivate students through an engaging curriculum which promotes lifelong learning. We provide exciting educational opportunities and an ethos of care, guidance and support for all. We know that students learn best in a safe, calm and orderly environment and our rewards and sanctions support this. We expect that students are committed to their own learning and progress and to achieving their future aspirations.

Governors

At Minsthorpe, the Governing Body is committed to challenging the College Leadership to secure the highest standards of education for the students of our community. It oversees the financial performance of the College, ensuring that budgets are well spent. Governors expect that all stakeholders work together in the best interests of the students to motivate and care for each other.

Parents and Carers

At Minsthorpe, we value the contribution our caring parent body makes to their child's education, as we work together to motivate and support each student in reaching their full potential. We want parents and carers to work with us in ensuring their child is safe and happy. We expect the full commitment of parents and carers in ensuring their child attends regularly and on time; completes home learning; wears the correct uniform; is fully equipped and ready to learn and behave the Minsthorpe Way.

Staff

At Minsthorpe, we invest in the recruitment, development and retention of caring professionals who are committed to constantly reviewing and improving the quality of learning, teaching and support. We expect that staff are motivated to work collaboratively in setting high expectations for all students with a relentless focus on student learning and progress.



Why work at Minsthorpe?

Minsthorpe Community College is a large, vibrant, and inclusive community college with a student body of over 1500 students ranging from 11 to 19 years. We have six primary schools in our pyramid and are pleased to welcome children from neighbouring areas.

We have a highly skilled team of teachers and associate staff that always act in the best interest of the students. We offer excellent facilities for learning and teaching with dedicated blocks for each subject area as well as community dimensions including a sports & fitness centre and a children's centre.

Students enjoy a range of extra-curricular and enrichment opportunities which complement their learning. Minsthorpe Community College secures great GCSE and Post 16 results year on year allowing students to progress into higher education and employment.

Minsthorpe Community College places at the heart of its development a commitment to high quality professional development for all staff who join the college. We understand that by investing in our staff we will create an organisation with a shared vision and mission.



'Pupils were found to have positive attitudes to learning in their lessons, showing respect towards teachers and their peers.'

Ofsted, 2018

As a college we are committed to provide the following **benefits for employees:**

- The opportunity to work in a well-resourced, forward thinking, and rewarding environment.
- Excellent facilities for learning and teaching with dedicated blocks for each subject area.
- Free membership of our state-of-the-art on-site Sports & Fitness Centre for full-time, permanent employees, as well as the facility of an on-site Children's Centre.
- Comprehensive induction and on-going opportunities for Professional Development.
- Excellent care and support for all staff, including access to an Employee Assistance Programme for employees and their immediate family.
- Access to the Local Government Pension Scheme (associate staff) or Teachers' Pension Scheme (teachers).
- Nationally agreed terms and conditions in relation to pay and conditions for teaching and associate staff.



Learning and Teaching the Minsthorpe Way

Teachers and Student Support colleagues at Minsthorpe Community College strive to plan and deliver lessons to a consistently high standard rooted in fundamental Core Principles of effective pedagogy. We insist on excellent standards of behaviour for learning from all students and it is our daily goal to inspire students to learn & think critically, challenge & support them to achieve and make progress and equip them with the necessary skills to be lifelong learners and effective members of society.

'Fantastic and caring staff. I feel happy that my child is meeting targets and feels safe in school.'

Parent View from parent of a Year 7 student,
May 2019

Leaders are relentless in checking the quality of teaching, learning and assessment and hold teachers to account for pupils' progress.

Ofsted, 2018

Curriculum

At Minsthorpe Community College our core values of Motivation, Commitment and Care are at the heart of everything we do. Our curriculum intent is to raise the achievements and aspirations of all learners through the delivery of a highly personalised, broad, ambitious, and inclusive curriculum that:

- Deepens students' understanding and develops their knowledge and skills in all subject areas
- Ensures students are literate and numerate
- Enriches students' learning experiences
- Builds students' character
- Empowers students to realise their education and employment potential beyond Minsthorpe Community College

Be Fair Everywhere

We have high expectations of all our students at Minsthorpe Community College and **BE FAIR EVERYWHERE** supports students to understand how we expect them to behave in lessons and around the College site. Parents are asked to watch the relevant **BE FAIR EVERYWHERE** video with their child to ensure they are clear about our expectations.

Home-school liaison is well established, and parental satisfaction is high.

Basic Skills Quality Mark Report,
April 2019

Student Support

We provide **Motivation, Commitment** and **Care** for students requiring additional support with the aim of ensuring that they achieve their best possible outcomes, transition to Post 16, and have ambitions for jobs, further education, and careers and that they can thrive as independently as possible, depending on their needs.

We are parent and child centred, work in partnership with stakeholders, and have open, robust but respectful conversations with colleagues as we all strive for those best outcomes. We are a skilled, experienced, and knowledgeable team and have good knowledge of the complex education system and can advise and support families about appropriate provisions, support and managing the bureaucratic and legislative challenges for students with **SEND**.



Post 16

We are an inclusive Post 16 provider and cater for learners at all levels and have an established reputation for very strong exam performance, a passion for teaching and learning and an unwavering focus on helping every student achieve their best possible goals.

Minsthorpe Post 16 is committed to delivering high quality teaching which provides challenges and opportunities for individual learners. Students have the opportunity to be creative, innovative and enterprising, whilst benefiting from strong care, support and guidance. The Post 16 team continues to provide our students with support and motivation to raise their aspirations, succeed in learning and position themselves for a better future.

We have a well-established ethos of care and support. Our students and staff enjoy working together as 'Team Minsthorpe' and everyone is committed to 'Learning and Behaving the Minsthorpe Way', because we know this will deliver the best education for the young people. We cannot achieve this alone, and we firmly believe in a strong partnership between the college and everyone within our community.

'Governors know the school's strengths and weaknesses very well. They are committed to supporting the school and bringing about the necessary improvements.'

Ofsted, 2018



CPD: The Minsthorpe Way

At Minsthorpe Community College we are committed to the Continuing Professional Development (CPD) and learning of all members of staff at every career stage and level of experience. We recognise the value of evidence-informed training with an overall to impact positively on students' outcomes and experiences. We are active partners in many local networks, including the Wakefield and Selby Teaching School Hub.

Associate Teams

Our core Associate staff teams consist of Administration, Finance, IT Services, and Data & Exams. These teams are based in The Hub, which is a large open-plan office in the centre of college, where they are easily accessible to offer support, advice, and guidance to staff, students and each other.

Professional Development

Our Core Principles of Quality Learning & Teaching are formed based on a wide range of experience and expertise within Minsthorpe Community College but equally through accessing well-regarded and researched pedagogical texts. Resultant CPD will draw on these texts to form the basis of their content and delivery.

Our ongoing Professional Development & Learning programme is planned and structured to develop the knowledge and skills of teachers and student support staff around the Core Principles of Learning & Teaching whilst giving them a growing awareness of key elements. Our Early Career Teachers have full access to the UCL Early Career Framework and leaders engage with NPQ programmes to support their development.



Professional Learning and Development Associate Staff

Associate staff engage in whole College statutory training e.g., Safeguarding but equally have access to other training pertinent to their respective roles. The list below is not exhaustive but gives a flavour of the range of training opportunities available:

- Access Arrangements training;
- HLTA status
- Apprenticeships
- Team Teach
- Invigilator training
- First Aid



Staff are positive about the training, coaching and guidance that they have received from school leaders.

Ofsted, 2018

Thank you for taking the time to read this overview of Minsthorpe Community College. We recommend that you explore our website to discover more about us: www.minsthorpe.cc

Catherine Green
Director of HR & Associate Teams
August 2023

Cover Manager

HR Team

An exciting opportunity has arisen for an enthusiastic and motivated individual to join our HR Team. As Cover Manager, you will manage and organise cover for absent staff on a daily basis; provide induction and support for supply staff; ensure accurate records of staff absence are maintained, and in liaison with the Director of HR, ensure that safeguarding requirements are in place and adhered to.

Our most recent Ofsted report (2018) described us as a "Good college" where "Staff are positive about the training, coaching and guidance that they have received from school leaders".

The successful candidate will be:

- Flexible, highly organised, and able to multi-task and prioritise work to meet deadlines.
- Have exacting standards and a keen eye for detail.
- Able to work well as part of a team,
- Helpful, approachable, and positive nature.
- Highly confidential and professional.
- A team player who will uphold our College values of Motivation, Commitment and Care

We provide:

- A well-resourced, forward thinking, and supportive College team.
- Excellent care and support for all staff.
- Comprehensive induction and on-going opportunities for Professional Development.



Grade 5
Actual Salary - £19,734-£21,220

Term-time plus 10 days
37 hours per week
7.30am to 3.30pm Monday to Thursday
7.30am to 3.00pm Friday

The successful candidate will have to meet the requirements of our Person Specification and be subject to an enhanced DBS check. A prohibition from teaching check and an online search will also be completed for all applicants.

Minsthorpe Community College is committed to equality of opportunity and upholding the principles of the Equality Act 2010. We positively welcome applications from all sections of the community. Only applications submitted with a completed Minsthorpe Academy Trust Application Form will be considered.

Full-time permanent employees are provided with free membership of our state of the art on-site Sports & Fitness Centre, as well as the facility of a Children's Centre.

Further particulars for this post can be obtained by visiting our Web Site at www.minsthorpe.cc

If you would like to arrange a visit to the college, we would be more than happy to show you around so you can get a feel for who we are. Email enquiries@minsthorpe.cc and we will arrange a convenient time for you to come and visit Minsthorpe Community College.

Please send completed application forms to Cath Green, Director of HR & Associate Teams: - cgreen@minsthorpe.cc by midday - Wednesday 23rd August 2023

Job Description

Overall Purpose of the Post

To manage and organise cover for absent staff daily. To organise and provide induction and support for supply staff. In liaison with Director of HR, ensure that safeguarding requirements and other relevant regulations are in place and adhered to. To manage and monitor the cover budget.

All adults working in, or on behalf of the college have a responsibility to safeguard and promote the welfare of children. This includes:

A responsibility to provide a safe environment in which children can learn and develop.

Identifying children who may be in need of extra help or who are suffering, or are likely to suffer significant harm. All staff then have a responsibility to take appropriate action to prevent concerns from escalating, working with services as needed.



Employment checks required

Proof of eligibility to work in the UK

Proof of relevant qualifications (original certificates)

Two satisfactory references

DBS Enhanced Disclosure check

A Prohibition Order check and online search

A medical assessment prior to commencement of employment.

Key Accountabilities

Manage the staff cover system to ensure continuity in teaching and learning.

Liaise with supply and recruitment agencies in engaging appropriately qualified supply staff to cover absences and temporary vacancies.

Organise the appropriate deployment of teachers, supply staff and cover supervisors to cover staff absences and emergencies (including duty cover).

Organise and provide induction and support for supply staff.

In liaison with Director of HR, ensure that safeguarding requirements and other relevant regulations are in place and adhered to.

Keep records on covers completed by individual staff to ensure regulations are adhered to.

Ensure planned absence requests are approved/queries/rejected in a timely manner on Edupay, acting as 'gatekeeper' to ensure minimal disruption to the running of the college.

Provide staff with cover details at the start of the day and when emergencies/changes occur.

Act as main point of contact for any problems that may occur in relation to cover.

Monitor the effectiveness of supply staff as per college policies, reporting any concerns to the Director of HR.

Provide advice and guidance on matters relating to cover arrangements, referring to college policies as appropriate.

In liaison with HR, ensure accurate records of staff absence are maintained on Sims and Edupay, querying with staff as required.

Manage, monitor, and review cover budget ensuring best value principles are followed where possible.



Organisation of PSP meetings, and any associated administration.

Ensure that financial procedures and activities are carried out in accordance with college policies and procedures, for example, authorising payment of supply staff invoices.

Establish and maintain good relationships with agencies.

Provide data/information on absences, when required, to senior leaders.

Be aware of and comply with policies and procedures relating to child protection, health, safety, security and confidentiality, reporting all concerns to an appropriate person.

Contribute to the overall ethos/work/aims of the college.

Recognise own strengths and areas of expertise and use these to advise and support others.

Ensure compliance by self and others with all health and safety policies and procedures.

Ensure safe use by self and others of equipment and materials.

Establish constructive relationships and communication with outside agencies/professionals.

Attend and participate in regular meetings.

Treat all users of the college with courtesy and consideration.

Present a positive personal image, contributing to a welcoming environment which supports equal opportunities for all.

Other duties commensurate with the grade of the post as directed by the Principal/Line Manager.

Person Specification

Education, Training and Qualifications

Educated to GCSE Level C in English and Mathematics.

Appropriate Higher-Level Qualification (Desirable)

Personal Attributes

Enjoy working alongside young people and adults

Sensitive and approachable.

Highly confidential, highly professional

The highest levels of personal and professional integrity

Energy and drive

Be supportive of the aims and ethos of Minsthorpe Community College



Skills and Knowledge

Knowledge and experience of the Sims Cover module and Edupay system (Desirable)

Ability to build and form good relationships with colleagues and external agencies

Excellent communication and interpersonal skills and an ability to relate to people at all levels

Ability to work flexibly and as part of a team

Excellent organisation skills

Ability to use Microsoft Office packages to intermediate level

Ability to prioritise and manage conflicting demands

Ability to work to deadlines and adapt to changing conditions

Ability to self-evaluate learning needs and actively seek learning opportunities

Ability to manage and monitor a budget, providing reports as required

Ability to effectively maintain records and systems

Experience

Experience of working in a busy school environment

Experience of making contact and dealing with external agencies

Experience in the deployment of staff