

High Expectations
and Aspirations

Candidate Information



Cover Supervisor

Introduction from the Headteacher

I am delighted that you are interested in this key post of Cover Supervisor at Light Hall School.

Light Hall School is a very special place, our students are friendly, enthusiastic and eager to learn. Our staff are caring, supportive and completely committed to ensuring that every child achieves their very best.

This is an excellent opportunity to gain experience working at Light Hall within our main office, housed within a happy, and harmonious school. We have a team of dedicated and hardworking teachers, committed support staff and an experienced leadership team, to support you.

The successful applicant will be joining us at a very exciting time. We will be adding a sixth form to our educational provision in September 2024. This brings with it numerous opportunities for continued development.

The enclosed information should give you a flavour of Light Hall. Do please come and visit us if you would like to know more.

You can find out more about this role by:

- visiting our school website www.lighthall.co.uk to download a candidate pack and application form
- or please contact Anna Williams, HR, Office and Cover Manager on 0121 746 5060 or email awilliams@lighthall.co.uk for a tour in person.

To apply please write a letter of application (2 sides of A4 - maximum), which explains how you can fulfil the person specification and what you will bring to the role, together with completing all questions on the application form. Please remember to include contact details of two referees, one of whom should be your current/most recent Headteacher.

We look forward to hearing from you.

Yours sincerely



Annette Kimblin
Headteacher



Light Hall School is committed to safeguarding the welfare of all children and young people and expects all its staff to share this commitment.

An enhanced DBS check is required for all successful applicants

Our Ethos & Values

Light Hall School is a very special place, our students are friendly, enthusiastic and eager to learn. They are at the heart of all we do. Our staff are caring, supportive and completely committed to ensuring that every child achieves their very best with us, no matter what their starting point.

Our aim is that every student leaves us, not only having achieved their full potential academically, but with a lifelong love of learning, a sound moral compass and high aspirations and expectations of themselves.

Care and respect for others and our environment are the given norm at Light Hall and there is an expectation that everyone will participate actively and positively in the life of our learning community. The numerous opportunities and experiences we offer, aim to equip every student with the skills, knowledge and confidence they need to become valued and successful members of society.

The leaves of the Light Hall tree in our emblem stand for each of our core values. They are: excellence in all we do, love of learning, sound moral compass, care and respect, Active participation and high aspirations and expectations.



Excellence, High Aspirations and Expectations

We strive for excellence in all that we do at Light Hall. Our motto, "The best from everyone, all of the time" informs the way we work and play. We believe that every student, with the right mind-set and a willingness to work hard and learn from their mistakes, can and will achieve great things. Our dedicated teachers motivate students to aim high and encourage every student to exceed their own expectations.

Love of Learning

Learning is our core purpose. At Light Hall School we structure learning to excite our students' curiosity and to inspire them to become successful, lifelong, independent learners. Our teachers are enthusiastic and extremely passionate about their subjects, spending considerable time planning interesting lessons, so that their love of their subject is passed on to the students.

Sound Moral Compass, Care and Respect

Our students at Light Hall are our greatest asset and it is a privilege to work with them. We expect very high standards of behaviour, and courtesy, both in and out of the classroom and we encourage our students to be aware of the needs of everyone in the immediate and wider community.

Active Participation

We are an inclusive school which offers the very best opportunities for all our students. Our dedicated team of teachers and support staff pride themselves on offering a safe, caring and happy environment in which students can learn and develop and are confident that we are preparing them well for the future. Our pastoral support team is extensive and has as its mission to ensure that every student feels valued and that their achievements, both academic and personal, are recognised.

At Light Hall we recognise that students thrive when offered additional experiences outside of school. Education goes beyond the reaches of the classroom and we believe that young people can learn a great deal by taking part in educational visits and activities away from school and home



Our
School



Introduction to Light Hall School

We are a co-educational comprehensive of 1200 students aged 11-16, located to the west of Solihull Town centre in the district of Shirley. We draw students from Solihull and Birmingham. Our intake has a broad mix of both attainment and socio-economic backgrounds.

We have an excellent staff team. Each individual, be they teacher or support staff, is committed and hard working. Our students are enthusiastic and friendly. They are respectful, polite and very well mannered. Relationships between students and staff are highly positive.

In our annual surveys, both parents and students rate the school highly.

The school has doubled in size since it was first built and enjoys an excellent setting. It has good sporting facilities and has developed a community ethos within the area that it serves.



The Life of the School



Our students' attainment is consistently above the national average.

	School 2021 (%)	LA Average (%)	School 2022 (%)
<i>Achieving Grade 5 or Above Eng & Maths</i>	51	45	49
<i>Achieving Grade 4 or above Eng & Maths</i>	72	65	73
<i>Achieving Ebacc at Grade 5 or above</i>	32	24	20

Pastoral Care

Light Hall School is a very friendly and welcoming



Academic and Extra Curricular Life

Our broad and balanced curriculum is delivered through a two year Key Stage three and a three year Key Stage four, to ensure that students have time to develop the depth of their knowledge and skills in their GCSE subjects. The majority of students follow the Ebacc route. All students study Life and Morality (Religious Education) to GCSE level. Those who do not follow the Ebacc route continue to study either geography or history to GCSE level but do not take a modern foreign language. We offer only one qualification which is not a GCSE.

In addition to striving for excellence in academic study, our provision aims to prepare our students for life beyond Light Hall. Our curriculum, which incorporates PSHE and SMSC, makes a strong contribution to our students' personal development and welfare. This is enhanced by a weekly programme of extracurricular activities, which includes after school sports, drama and musical activities, as well as a variety of subject enrichment clubs. The house system also provides many opportunities for students to participate in a variety of different activities and charity events. Careers and work related learning are promoted in every year group and are very strong.

place for both students and staff. Students feel cared for and relationships between students, and between staff and students, are overwhelmingly positive. The pastoral system is centred on the form tutor, the progress and development leader (PDL) and the non-teaching pastoral manager. Almost every member of staff is involved in the pastoral system in some way. The house system contributes to this too, providing links between students of different ages and healthy competition in a wide range of activities. A small sample of these include the visual arts, "Dragon's Den" enterprise cup, cake bakes, "Light Hall's Got Talent", dance, basketball, cricket, rounders, netball and football.

Facilities

We are fortunate to have a high quality learning environment at Light Hall with the latest technologies to enhance the curriculum.

Our modern classroom facilities help to provide greater variety in teaching methods and therefore make learning more effective.

Opportunities to nurture independent learning skills are provided through our virtual learning environment.

Our vibrant and welcoming library supports learning throughout the school. It is well stocked, has good ICT facilities and provides high quality services to everyone.

Our purpose built drama studio, music rooms and state of the art recording studio support our extensive extra-curricular programme. In addition to this we have excellent sporting facilities, including tennis courts, sports hall, fitness room and an astroturf.



Working at Light Hall

Our staff team are friendly and welcoming. Here at Light Hall School we pride ourselves on providing a full range of CPD opportunities to support all staff to continually deliver the best in all they do. Our Teaching & Learning CPD takes many forms such as department meetings where staff have regular time to meet with each other, plan and share resources, personalised coaching and research groups.

In order to support our middle leaders to keep abreast of developments in their subject areas and share good practice, we have a rolling CPD programme where middle leaders regularly meet with their counterparts in neighbouring schools.

We also have a full induction programme for our NQTs and have continuous opportunities for those wanting to develop their leadership potential.

Staff Benefits

- Free on-site staff gym
- Subsidised healthcare cash plan
- Cyclescheme (tax exempt loans for purchase of bicycles and equipment)
- Pension
- Enhanced maternity scheme
- Staff wellbeing benefits including a confidential counselling service
- Life insurance through the pension scheme

Job Description

Job Title: Cover Supervisor
Responsible to: Assistant Headteacher

Light Hall School Purpose

Light Hall School is committed to providing an excellent education for every student in its care. Mutual respect, high expectations and a relentless focus on progress are the expected norm. Professional development and support will be offered to all, to ensure that staff have the necessary skills and knowledge.

Key purpose of this post

To provide cover for short-term absence of teachers, to support teachers in lessons and to assist with display work throughout the school.

Duties and responsibilities

- Supervise children and deliver the set lesson in the absence of the classroom teacher;
- Work with the relevant head of department/teacher and to follow the advice provided in the delivery and supervision of the lesson;
- Maintain attendance and behavioural records;
- Forward children's work to the class teacher/ head of department;
- Assist teachers with display work throughout the school;
- Offer in-class support to individuals or groups of children in the classroom under the supervision of the classroom teacher;
- Work with identified children individually outside of the classroom;
- Liaise with teaching and learning support staff and other agencies;
- Assist in the testing and assessment of individual children;
- Input relevant information on student progress into computer records;
- Help identify personal training needs required to help implement school priorities and enhance own job performance;
- Follow the school's procedures for health and safety;
- Undertake any other appropriate and reasonable duties that may be required at the request of the Headteacher;

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not an exhaustive list of all tasks that the post holder will carry out. The post holder may be required to do other duties appropriate to the level of the role.

Light Hall School is committed to safeguarding the welfare of all children and young people and expects all its staff to share this commitment.

Person Specification

The following person specification indicates those areas of skills and personal characteristics, qualifications, training and experience that are either desirable or essential in the candidates being interviewed.

Criteria/standard	Essential or Desirable	Method of Assessment
Education/Qualifications		
Good level of qualifications in English, maths and ICT	E	• Application/interview/and qualification checks
Experience		
Working with children/young adults in the 11-16 age range	E	• Application/interview/reference
Potential for further career development as a learning support assistant/ teacher	E	• Application/interview/reference
Knowledge of child protection issues	E	• Application/interview/reference
Experience of liaison work with external support agencies, referral procedures and constraints	E	• Application/interview/reference
Reliable and dependable	E	•
Able to work well with children	E	•
Able to manage a class of pupils	E	•
Can work closely and co-operatively with teachers	E	•
Good communicator	E	•
Good sense of humour	E	•
Good written and organisational skills	E	•
Working with children/young adults	E	•
Able to promote and safeguard the welfare of children	E	•
Potential for further career development as a learning support assistant/ teacher	D	•
Skills and Abilities		
Empathy for children, staff and parents	E	• Application/interview
Able to manage tasks effectively	E	• Application/interview
Able to solve problems creatively.	E	• Application/interview
Good communicator – with students, staff and parents	E	• Application/interview
Good sense of humour	E	• Application/interview
Effective written and verbal communication with staff in other school teams such as pastoral, special needs and associate staff teams	E	• Application/interview
Understand the concepts of excellent learning, independent learning and personalised learning	E	• Application/interview
Be a role model, promoting the school's values	E	•
Ability to articulate, form and maintain appropriate relationships and boundaries with children and young people	E	• Application/interview
Personal Qualities		
Professional, enterprising	E	• Application/interview
Outgoing, approachable, inclusive	E	• Application/interview
Positive, adaptable	E	• Application/interview
Enthusiastic	E	• Application/interview
Self-motivated, self-confident, reliable	E	• Application/interview
Sensitive, fair, tact and ability to use discretion	E	• Application/interview
Commitment, generosity of spirit, sense of humour	E	• Application/interview

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The best from everyone, all of the time.

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