



# COVER SUPERVISOR

27.67 hours per week, 38 weeks per year

Based at  
The Cooper School, Churchill Road, Bicester OX26 4RS



## About Bernwode Schools Trust

Bernwode Schools Trust (formerly Bicester Learning Academy) was formed on 1st July 2014 and is a multi-academy trust currently comprising of The Cooper School and Glory Farm Primary School. The academy is run by a board of Trustees, with a separate Academy Committee (LGB) for each individual school. Both schools operate as a separate entity, retaining their own identity, uniform and ways of working. The academy is independent of the Local Authority (LA) and is funded directly by government. It has greater freedom to make decisions that reflect its particular circumstances and ethos.



The ambitions for the schools remain high: that we should provide to all our pupils a first-class and improving education that enables them, in all aspects of their lives, to make the progress and achieve the standard that reflect their ability. This reflects in our ethos as schools which service its community.

Our two schools already benefit from a strong partnership and we will use this opportunity to increase impetus in striving to gain even higher standards of pupil achievement and additional funding, previously retained by the Local Authority, will allow our academy the freedom to develop new and improved technologies.

We work with local schools, primary and secondary as our aim is to work together for the greater good of the young people in Bicester and its surrounding villages, both present and future.

## About The Cooper School



Choosing the right school to work in can be a minefield. The current political climate has resulted in there being a huge variety of types of schools to select from and not all types are right for everyone.

At The Cooper School, we pride ourselves on being forward thinking in terms of curriculum decisions which support our students; focused on improving learning through the use of new technologies and determined to continuously refine our approaches to teaching and learning. Investing in the Media Suite reflects a small part of our approach to making learning engaging, relevant and active for our students.

Joining us as a member of staff at The Cooper School means being able to see the big picture for the students here. It means that whilst we always strive for academic excellence, we also place great value upon students becoming adaptable, resourceful and enquiring. These are the sort of skills that will enable them to become effective citizens, just as much as their academic results will. As such, we encourage independent learning, enrichment initiatives, teamwork and co-operation.

Working here is an opportunity to flourish as a professional. We 'grow our own' leaders. Many new staff have taken on additional responsibilities which is a mark of their quality and commitment to making progress in their own careers as well as their desire to become part of a successful and positive organisation.

### **We received a fantastic Ofsted report! (June 2017)**

Our school was praised because:

- We "are driven by a desire to raise the aspirations of all pupils and have maintained and developed the culture of school improvement".
- "There is a caring, nurturing and inclusive ethos that permeates the school".
- "The climate for learning is very positive and the level of pupil engagement is high".
- we "have placed high importance on the development of staff and there is a rich and varied programme of professional training, which is helping teachers to improve their practice".

Please have a look at the full Ofsted report which can be found here:

<https://reports.ofsted.gov.uk/provider/23/141069>

The school was delighted by the success of its Year 11 students in 2019, with 67% of students obtaining 5 or more 4+ grades, including Maths and English at GCSE.

## The Vacancy

Bernwode Schools Trust is seeking to appoint a **Cover Supervisor** to join us as soon as possible. This is a part-time position of 27 hours and 40 minutes per week (worked Monday to Friday from 8.30am to 3.20pm) for 38 weeks a year (term time only). The starting salary for this position is Grade 6, Point 8, currently £19,945 per annum full time equivalent. The actual salary will be £12,506.18 for the hours and weeks worked.

### **We offer:**

- competitive salary;
- an excellent pension scheme;
- regular training opportunities;
- friendly and supportive colleagues;
- an energetic, vibrant and diverse environment where everyone is valued.

**We are looking for** a talented and committed individual who is passionate about working with young people to support them to succeed. The successful candidate should:

- be reliable and punctual;
- have experience of working with young people;
- be adaptable, flexible, confident and calm under pressure;
- be confident to implement behaviour management strategies;
- be well organised;
- show commitment to continued professional development.

For an informal discussion of the post please contact Mrs Gemma Treanor, Cover and Attendance Manager by telephone on (01869) 242121 or by email [gtreanor@thecooperschool.co.uk](mailto:gtreanor@thecooperschool.co.uk)



## Job Description

<b>Job title</b>	Cover Supervisor
<b>Grade</b>	Grade 6
<b>Working hours per week</b>	27.67
<b>Working weeks per year</b>	38
<b>Permanent/temporary</b>	Permanent
<b>Principal place(s) of work</b>	Bernwode Schools Trust
<b>Immediate line manager</b>	Cover and Attendance Manager
<b>Staff managed</b>	None
<b>Job purpose</b>	To provide supervision for the classes of absent staff and administrative support for subject departments.

### Support the absent teacher by:

- Supervising whole classes in undertaking pre-planned learning activities which have been set in accordance with school policy on cover arrangements.
- Collecting finished work or homework as necessary and returning it to the class teacher.
- Promoting positive attitudes and high standards of behaviour, dealing promptly with conflicts and incidents using the schools' agreed behaviour policies.
- Reporting any behaviour issues or other matters in line with the schools' policies.

### Supporting students by:

- Responding to students and providing general guidance or advice about processes and procedures.
- Establishing good working relationships with students, acting as a role model and setting high expectations of behaviour.
- Promoting and enabling the inclusion of all students within the classroom.
- Providing a consistent approach whilst responding to individual students' needs.
- Encouraging students to interact and to work co-operatively with one another.
- Promoting independent learning.
- Using agreed policies to recognize and reward achievement.

### Support the curriculum by:

- Helping students to access pre-planned learning activities.
- Ensuring the students have the necessary equipment and resources to participate in the lesson.

**Support the school by:**

- Keeping up to date and complying with policies and procedures relating to child protection, health and safety, confidentiality and data protection and behaviour.
- Recognising different needs and ensuring that all students have equal opportunities to learn and develop.
- Contributing to the overall ethos and aims of the school.

When not undertaking cover supervision, Cover Supervisors should expect to be deployed in a range of activities which may include the following: invigilation of examinations/tests; small group work within the SEN department; accompanying school trips (where appropriate) and general administrative duties within the schools, including filing, photocopying, mounting displays, etc.

**Other duties:**

- The Cover Supervisor will be expected to attend an annual appraisal, training and INSET sessions as Directed by the Cover and Attendance Manager.

**Additional duties:**

- To be aware of their responsibilities for health and safety for themselves and others.
- A commitment to safeguarding the welfare of children.

The post holder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed.

**Bernwode Schools Trust is committed to safeguarding children. The successful candidate will be subject to a Disclosure and Barring Service check (formerly CRB) in line with section 115 of the Police Act.**

## Person Specification

	Essential Criteria	Desirable Criteria
<b>Education</b>	<ul style="list-style-type: none"> <li>A good standard of education including Maths and English at GCSE C and above (or equivalent qualification).</li> </ul>	
<b>Relevant experience</b>	<ul style="list-style-type: none"> <li>A broad understanding of the school curriculum.</li> <li>An understanding and interest in education.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working in a school environment.</li> </ul>
<b>Relevant knowledge</b>	<ul style="list-style-type: none"> <li>Experience of using email and the internet.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with young people.</li> <li>Some level of previous teaching experience.</li> </ul>
<b>Relevant skills/aptitudes</b>	<ul style="list-style-type: none"> <li>The ability to communicate at all levels.</li> <li>The ability to adapt quickly to changing requirements.</li> <li>Good organisational skills.</li> <li>The ability to work as part of a team.</li> <li>The ability to recognise and respect confidentiality.</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>An awareness of responsibilities for health and safety of themselves and others.</li> <li>Successful and satisfactory background check received from the Disclosure and Barring Service (DBS) after interview and before appointment.</li> <li>A commitment to safeguarding children.</li> </ul>	<ul style="list-style-type: none"> <li>First Aid qualification.</li> </ul>

## How to apply

Further details and an application form are available on the Academy website [www.bernwodeschoolstrust.co.uk](http://www.bernwodeschoolstrust.co.uk) or please contact Human Resources by telephone on (01869) 362697 or by email [recruitment@bernwodeschoolstrust.co.uk](mailto:recruitment@bernwodeschoolstrust.co.uk)

**Closing date for receipt of applications: Monday 27<sup>th</sup> January 2020, 9am**

*Bernwode Schools Trust have the right to interview and appoint at any time throughout this recruitment process. All candidates are advised to refer to the job description and person specification before making an application.*

**Applicants from outside the EU will need to demonstrate their eligibility to work in the UK.**

Bernwode Schools Trust is committed to safeguarding children. The successful candidate will be subject to a Disclosure and Barring Service check (formerly CRB) in line with Section 115 of the Police Act 1997.

Details of the Academy's policies relating to the Employment of Ex-Offenders and the Secure Storage, Handling, Use, Retention and Disposal of Disclosure and Barring Certificates and Disclosure information are included within this recruitment pack.



# Policy statement on Secure Storage, Handling, Use, Retention and Disposal of Disclosure and Barring Service certificates and Disclosure Information

Bernwode Schools Trust is a Multi-Academy Trust which incorporates The Cooper School and Glory Farm Primary School. It is a company limited by guarantee, registered in England and Wales with registered company number 09053713 and its registered address at Churchill Road, Bicester, Oxon, OX26 4RS.

## **General principles**

As an organisation using the Disclosure and Barring Service (DBS) checking service to help assess the suitability of applicants for positions of trust, Bernwode Schools Trust complies fully with the Code of Practice regarding the correct handling, use, storage, retention and disposal of certificates and certificate information. It also complies fully with its obligations under the Data Protection Act 1998 and other relevant legislation pertaining to the safe handling, use, storage, retention and disposal of certificate information and has a written policy on these matters, which is available to those who wish to see it on request.

## **Storage and access**

Certificate information should be kept securely, in lockable, non-portable, storage containers with access strictly controlled and limited to those who are entitled to see it as part of their duties.

## **Handling**

In accordance with section 124 of the Police Act 1997, certificate information is only passed to those who are authorised to receive it in the course of their duties. We maintain a record of all those to whom certificates or certificate information has been revealed and it is a criminal offence to pass this information to anyone who is not entitled to receive it.

## **Usage**

Certificate information is only used for the specific purpose for which it was requested and for which the applicant's full consent has been given.

## **Retention**

Once a recruitment (or other relevant) decision has been made, we do not keep certificate information for any longer than is necessary. This is generally for a period of up to six months, to allow for consideration and resolution of any disputes or complaints. If, in very exceptional circumstances, it is considered necessary to keep certificate information for longer than six months, we will consult the DBS about this and will give full consideration to the Data Protection

and Human Rights of the individual before doing so. Throughout this time, the usual conditions regarding the safe storage and strictly controlled access will prevail.

## **Disposal**

Once the retention period has elapsed, we will ensure that any DBS certificate information is immediately destroyed by secure means, i.e. by shredding, pulping or burning. While awaiting destruction, certificate information will not be kept in any insecure receptacle (e.g. waste bin or confidential waste sack). We will not keep any photocopy or other image of the certificate or any copy or representation of the contents of a certificate. However, notwithstanding the above, we may keep a record of the date of issue of a certificate, the name of the subject, the type of certificate requested the position for which the certificate was requested, the unique reference number of the certificates and details of the recruitment decision taken.

## **uCheck acting as an Umbrella Body**

uCheck acts as an Umbrella Body on behalf of Bernwode Schools Trust (an Umbrella Body being a Registered Body which countersigns applications and receives certificate information on behalf of other employers or recruiting organisations). A copy of uCheck's Policy statement on Secure Storage, Handling, Use, Retention and Disposal of Disclosure Certificates and Disclosure Information is available on request.

<b>Author</b>	Emma Le Brun-Hayward
<b>Date adopted</b>	July 2014
<b>Accountable Officer(s)</b>	Ben Baxter, Executive Headteacher Jane MacLachlan, Headteacher
<b>Date for review (every 3 years)</b>	July 2020

## Policy statement on the recruitment of ex-offenders to a post within Bernwode Schools Trust

Bernwode Schools Trust is a Multi-Academy Trust which incorporates The Cooper School and Glory Farm Primary School. It is a company limited by guarantee, registered in England and Wales with registered company number 09053713 and its registered address at Churchill Road, Bicester, Oxon, OX26 4RS.

As an organisation using the Disclosure and Barring Service (DBS) checking service to assess applicants' suitability for positions of trust, Bernwode Schools Trust complies fully with the Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subjects of a DBS check on the basis of a conviction or other information revealed.

Bernwode Schools Trust is committed to the fair treatment of its students, staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

This written policy on the recruitment of ex-offenders is made available to all disclosure applicants at the outset of the recruitment process through inclusion on The Cooper School and Glory Farm Primary School websites. The policy is also sent to applicants with the DBS application pack after acceptance.

We actively promote equality of opportunity for all with the right mix of talents, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.

A disclosure is always requested for those who are offered a post within Bernwode Schools Trust. Disclosures will also be requested for all members of the Governing Body of Bernwode Schools Trust, and for all volunteers where applicable. Where a job is advertised by Bernwode Schools Trust, all application forms, job adverts and recruitment briefs will contain a statement that a DBS check will be requested in the event of an individual being offered the position.

As a disclosure is to form part of the recruitment process, Bernwode Schools Trust encourages all applicants for interview to provide details of their criminal record at an early stage in the application process. We request that this information is sent under separate, confidential cover to the Human Resources Manager for Bernwode Schools Trust, and we guarantee that this information will only be seen by those who need to see it as part of the recruitment process.

Posts within Bernwode Schools Trust are exempt from the Rehabilitation of Offenders Act, 1974. This means that the Academy can ask questions about your entire criminal record, including unspent and spent convictions, cautions and bind overs.

Bernwode Schools Trust will ensure that all those who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. It will also ensure that these members of staff have received appropriate guidance and training in relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.

At interview, or in a separate discussion, Bernwode Schools Trust will ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

We make every subject of a DBS check aware of the existence of the Code of Practice and make a copy available on request.

We undertake to discuss any matter revealed in a DBS check with the person seeking the position before withdrawing a conditional offer of employment.

Bernwode Schools Trust has a policy on the Secure Storage, Handling, Use, Retention and Disposal of Disclosures and Disclosure Information, and a copy of this policy is available on request.

<b>Author</b>	Emma Le Brun-Hayward
<b>Date adopted</b>	July 2014
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