

# Tapton SCHOOL

ACADEMY TRUST

Realising the life chances and dreams of every child

## Cover Supervisor Tapton School



## Application Pack



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# Headteacher Welcome



I am incredibly proud to lead a school that strives to make education a transformational experience for all, regardless of ability or background. Our ethos of Valuing Everyone, Caring for Each Other and Achieving Excellence underpins everything that happens in our school.

All staff are invested in these core values and we work together to improve the life chances and dreams of all our students through ongoing progress and improvement in learning. Our record of sustained success reflects this commitment to raising achievement for everyone.

Tapton has the highest expectations of its students in every area of school life. Our school is a caring, nurturing and ordered community with an atmosphere of calm and purposeful learning. This is to ensure that all our students feel safe and secure. We are kind, we work hard and we follow the rules.

Safeguarding is everyone's responsibility and all our staff undertake regular training to keep up to date on the latest guidance from 'Keeping Children Safe in Education'. Safer recruitment practices reflect our commitment to this aim. As part of the recruitment process Tapton colleagues will carry out a number of checks to ensure the successful candidate champions the safety, wellbeing and success of all our students.

We are an inclusive school and treat all students as individuals. We recognise and celebrate different abilities, aptitudes and interests, and believe that everyone can develop through dedication and hard work. Our aspiration is to have the best behaviour, conduct and manners of any school in the country, whilst recognising that children learn and grow at different rates as they become responsible citizens.

Don't just take our word for it though, see what Ofsted had to say when they visited us in November 2024. [Tapton School - Open - Find an Inspection Report - Ofsted](#)

We look forward to welcoming you into our school community.

Kathryn Rhodes

# Our School

- Tapton is values-led secondary school with approximately 1770 students including around 450 in post-16 study. We value everyone, care for each other and achieve excellence.
- We pride ourselves on our culture of high expectations delivered with high support and care for each student as an individual.
- Tapton has higher than average prior attainment, however, our catchment and demographics vary greatly. We educate students from some of the most affluent postcodes in the city with high levels of university educated parents and students from postcodes in the most deprived areas of Sheffield. We work hard to ensure that all students are successful in their secondary education. The school offers a broad and extensive programme of extra and super curricular activities with high take up from students from all backgrounds.
- A culture of excellent teaching and learning is at the heart of everything we do at Tapton. Everyone's learning matters to us and we are proud to make a difference to the personal development of our students. We have high expectations and we know that learning goes hand in hand with relationships and trust. We make learning exciting, engaging and inspirational. Quality first teaching has been proven over and over again to have the biggest impact on student attainment and outcomes, we therefore invest heavily in staff development. From day one we promise to work with you and engage in your professional development journey
- Our staff work together as a professional community to ensure the best outcomes for all. We recognise that we are all learners with the capacity to develop and improve. Our teachers collaborate to form a shared understanding of what great teaching and learning looks like.



# The Role

The Headteacher and Governing Board are seeking to appoint an Attendance and Welfare Officer to join Tapton School

## Job Description

<b>DIRECTORATE</b>	<b>EDUCATION</b>
<b>SERVICE</b>	<b>TAPTON SCHOOL</b>
<b>POST TITLE</b>	<b>Cover Supervisor</b>
<b>SALARY RANGE</b>	<p>Learning Development 3 Grade 4 Scale point 7-12 (£25584-£27711) pro rota Actual Salary (£22004-£23834)</p> <p>37 hours per week, 39 weeks per year</p>
<b>RESPONSIBLE TO</b>	<b>SENIOR COVER SUPERVISOR AND HEADTEACHER</b>
<b>HOLIDAY AND SICKNESS RELIEF</b>	
<b>PURPOSE OF JOB</b>	<p>The main focus of this role will be the provision of cover for absent teachers. The jobholder will be required to work across the school to support teachers in the development and delivery of learning for students.</p>

# Responsibilities

The postholder must at all times carry out his/her responsibilities within the spirit of Tapton School Academy Trust's Policies and Procedures, in particular the Trust's Policies on Equal Opportunities and Health and Safety and also, within the framework of the Education Act 1996.

## **SUPPORT FOR STUDENTS**

- Use specialist (curricular/learning) skills/training/experience to support students.
- Establish productive working relationships with students, acting as a role model and setting high expectations.
- Promote the inclusion and acceptance of all students within the classroom.
- Support students consistently whilst recognising and responding to their individual needs.
- Encourage students to interact and work co-operatively with others and engage all students in activities.
- Promote independence and employ strategies to recognize and reward achievement and self reliance.
- Provide feedback to students

## **SUPPORT FOR THE TEACHER**

- Work with the teacher to establish an appropriate learning environment.
- Monitor and evaluate students' responses to learning activities through observation
- Provide objective and accurate feedback and reports as required, to the teacher on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence.
- Promote positive values, attitudes and good pupil behaviour, dealing promptly with conflict and incidents in line with established policy and encourage students to take responsibility for their own behaviour.
- Administer and assess routine tests and invigilate exams/tests.
- Collecting work completed, responding to students about the work set
- Reporting back using referral procedures as appropriate and any other issues
- Provide general support to departments when required e.g produce worksheets for agreed activities etc.

## **SUPPORT FOR THE CURRICULUM**

- Implement agreed whole school teaching and behaviour routines
- Adjusting activities according to pupil responses/needs.
- Liaise with subject leaders to ensure cover work is delivered in line with curriculum expectations

## **SUPPORT FOR THE SCHOOL**

- Be aware of, and comply with policies and procedures relating to child protection, 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.
- Contribute to the overall ethos/ work/ethics of the school.
- Undertake work for producing whole school displays as directed by Co Headteacher
- Attend and participate in regular meetings
- Participate in training and other learning activities as required.
- Recognize own areas of expertise and use these to advise and support others.
- Undertake planned supervision of students' out of school hours e.g homework club.
- Supervise students on visits, trips and out of school activities as required.
- Liaise with Year Leaders and Inclusion team when required
- Use of school systems Bromcom/ CPOMS
- Any other related duties as they may arise.

Employees will be expected to comply with any reasonable request from the Headteacher to undertake work of a similar level that is not specified in the job description.

The school will endeavour to make any necessary reasonable adjustments to the job and working environment to enable access to employment opportunities for disabled job applications or continued employment for an employee who develops a disabling condition.

**This job description is current at the date of shown, but in conjunction with the post holder, may be changed by the Headteacher to reflect or anticipate changes in the role which are commensurate with the grade and job title.**

**January 2025**

# The Person

The successful candidate will demonstrate the following:

Minimum Essential Requirements	Method of Assessment
<b>Skills/Knowledge</b>	(e.g. Interview, Application form, test, assessment, etc)
Ability to self-evaluate learning needs and actively seek learning opportunities.	Interview
Ability to relate well to children and adults	Interview
Work constructively as part of a team, understanding classroom roles and responsibilities	Interview
Can use ICT	Interview, Observation
Can manage the behaviour of students in a reasonable manner	Application form, Interview
Has a caring positive attitude towards students welfare	Interview
Has an awareness of students with special educational needs	Interview
Can maintain trust and confidentiality when appropriate	Interview
Has sufficient practical and organisational skills to contribute to the preparation and management of educational resources	Application form, Interview
<b>Experience/Qualifications/Training etc. (if any)</b>	
NVQ3 or equivalent qualification	Application form, Interview
Very good literacy/numeracy skills	Application form, Interview
Experience of working with children of relevant age	Application form, Interview
<b>Work Related Circumstances (including Working Conditions)</b>	
Can maintain personal presentation that sets high standards for the students	Interview

Tapton school is committed to safeguarding students.

Student safety and promoting the welfare of our students is our primary concern. We adopt a holistic culture of care and expect all our staff to share this commitment. We value everyone, care for each other and strive to achieve excellence

# A Message from our CEO

Welcome to Tapton School Academy Trust (TSAT) and thank you for your interest in joining our organisation. I am the new Chief Executive Officer and I feel incredibly proud to lead to such a wonderfully diverse group of schools, who have people at their heart. We were established in 2011 and operate a family of schools across Sheffield, offering education from early years to sixth form.

We employ over 900 staff and those people are incredibly important to us. One of our key strategic priorities is to make TSAT a 'great place to work' and we are working hard to achieve that. If you work with us, you will receive best-in-class talent management opportunities, to develop yourself and open doors to a wealth of career opportunities within (and outside of) our trust.

We are mindful the workload challenge currently facing the sector, so are focused on reducing workload and creating conditions where our colleagues have fair work/life balance. To do so, we are investing in technology (such as iPads and AI) and creating aligned curricula and assessments, to save our staff time so they can focus more on the things that really matter.

We are at an exciting crossroads in our journey as a multi-academy trust. If you are passionate about working with young people, and love working collaboratively within a team environment, then we'd love to hear from you. If you want to help shape the future of a modern, transformative group of schools, where excellence, innovation and collaboration thrive, you will find a like-minded group of people at TSAT.

Thank you again for your interest in joining us and the best of luck with your application.



## Lee Barber CEO



# About Tipton School Academy Trust

**Tipton School Academy Trust** was formed in 2011 and has grown to 9 schools, 5 primary and 4 secondary, providing learning to over 7,500 learners from 2 – 18 and employing over 900 staff.

Children joining the Trust have a broad range of abilities and social backgrounds. We recognise and celebrate different aptitudes and interests and believe that everyone can develop through dedication and hard work, and leave our schools fully prepared for successful lives.

**Our Vision** To realise the life chances and dreams of every child.

**Our Mission** To provide a safe place to be; provide great teaching and learning; create an environment where all opportunities are in reach.

## Our Values

- A culture of professionalism
- A focus on nurture as well as achievement
- Involvement of the family and wider community in everything we do
- Make visible those who feel invisible through disability, poverty, ethnic or cultural disadvantage
- Mutual support and development
- The health, well-being and safety of all our people.

## Our ways of working

- Schools sign up to our 'Mission, Vision and Values' and collaborative ways of working
- Schools collaborate 'in partnership for excellence with TSAT'
- Each has something to bring to the table and can lead on this
- Schools retain their identity and are part of something special
- Differentiated solutions according to support needs
- Mentoring, coaching, directing
- A clear scheme of delegation and decision making to ensure that all our children get the best educational experience.



# Our Strategy

The Trust Board are responsible for the schools within the Trust and determine the mission, vision and MAT improvement strategy. Local context and community links are provided by Local Governing Boards.

Our strategic objectives sit within 4 key aims:

Aims	Objectives
Effective Schools	<ul style="list-style-type: none"><li>• Securing high levels of attendance and low levels of persistent absence</li><li>• Ensure safeguarding policies and practices operate effectively</li><li>• Build relationships further between schools and vulnerable families</li><li>• Further focus on vulnerable learners to reduce suspensions and exclusions</li><li>• Close the attainment gap between disadvantaged learners and other learners.</li></ul>
Outstanding Outcomes	<ul style="list-style-type: none"><li>• Improving the quality of education in each school</li><li>• Provide learning in every classroom for every learner that is at least good and addresses each learners need</li><li>• Continue to develop a Trust in which learners achieve high rates of progress.</li></ul>
Sustainable Trust	<ul style="list-style-type: none"><li>• Actively communicate and engage with all stakeholder groups</li><li>• Continue to ensure best value and use of all resources</li><li>• Develop revenue raising opportunities</li><li>• Future proofing buildings and facilities.</li></ul>
A Great Place to Work	<ul style="list-style-type: none"><li>• Continue to build capacity through cross Trust collaboration and support. With an emphasis on improving workload and subject level collaboration to further develop common approaches</li><li>• Develop a Trust talent management plan. Continue to create opportunities for staff to develop and gain further experience</li><li>• Develop a succession plan with an emphasis on executive leadership</li><li>• Further develop our approach to staff wellbeing.</li></ul>

Further information about the Trust, including full governance structure and current performance, is available in our [Annual Report and Accounts](#).

## Other Secondary Schools in our Trust

Tapton is one of four secondary schools within our Trust. Here is an overview of each secondary:

### **Bradfield** [Bradfield School - Home](#)

Bradfield is an 11-16 school with around 1100 students, situated in beautiful Peak District surroundings. Our vision is '**where all people thrive**' and we strive to deliver an education that supports students to fulfil their potential, and to be successful, confident people who are equipped to explore what life and the world have to offer.

Our belief is that school should be a fun place to be – where the activities, teaching and facilities foster enthusiasm, enjoyment and strong relationships. Happiness and success at school are closely related and so most of all we want our students to be happy to come to school.

### **Chaucer** [Home - Chaucer School](#)

Chaucer school is an 11-16 school based in the North of Sheffield. Performance is rapidly and continually improving and we place a very strong emphasis on achieving well in the subjects of Personal Development, Maths and Science.

Each student is unique and precious to us, and is equally valued for their culture and contribution. Our positive reputation for achievement, care and Positive Discipline is well established. High expectations are instilled in all our students from the start of their time at Chaucer. These include hard work, self discipline, courtesy and respect.

### **Forge Valley** [Forge Valley - Home](#)

Forge Valley is a safe, inclusive learning community where students and staff learn and thrive together. Our ethos is based upon **everyone striving to become their very best**.

As a school we believe that ambition and endeavour provide our students with the mind-set needed, not only to succeed academically, but in adult life in an ever changing modern world. Success at Forge Valley is not just measured in terms of academic performance. We aim to develop our students into reflective, confident, innovative, morally grounded, ambitious and resilient individuals ready to take their part in a dynamic and diverse 21<sup>st</sup> century.

## How to apply

Applications for this role are via the TES website.

If you wish to arrange a visit to Tapton to look round the school and find out more please email [ssimmons@taptonschool.co.uk](mailto:ssimmons@taptonschool.co.uk)

The closing date for applications 9.00am Monday 14<sup>th</sup> April 2025

Interviews will be held shortly after

**Please note:**

- References for short-listed candidates will be requested before the interview.
- Successful applicants will be required to undertake a DBS Enhanced Disclosure check.
- Online google searches will be undertaken on all shortlisted candidates