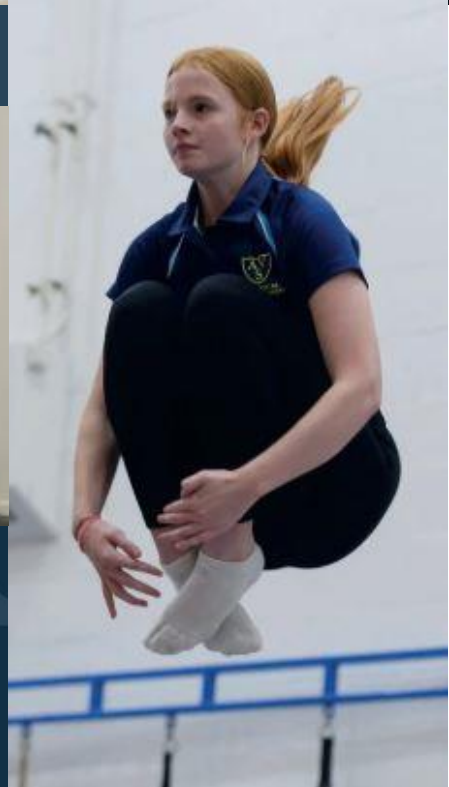




THE AVON VALLEY SCHOOL
AND PERFORMING ARTS COLLEGE

Cover Supervisor Application Pack

AMBITION RESPECT CARE



A warm welcome from the Headteacher

Dear Candidate,

Thank you for your interest in joining The Avon Valley School & Performing Arts College as Cover Supervisor.

The Avon Valley School is a popular, oversubscribed foundation school, offering a dynamic and ambitious curriculum for 11 to 16 year olds. We have worked hard to build a vibrant and supportive learning community, where students, staff and families work together to help every student thrive and fulfil their potential.

The culture here is incredibly positive and supportive. This means that our staff enjoy coming to work and are passionate about working together to make a difference to the lives of our students. We believe in nurturing confident, respectful and responsible young people who are ready to make a positive contribution to society.

Our core values **ambition**, **respect** and **care** are at the heart of everything we do. These principles shape our inclusive school culture and guide us as we support students on their education journey.

We offer a broad and engaging curriculum, delivered through high-quality teaching that promotes knowledge, creativity and critical thinking. Students are encouraged to explore, debate, problem-solve and communicate with confidence. Alongside academic excellence, our pastoral programme plays a key role in developing leadership, resilience and independence. Skills that will serve our students well beyond their time at AVS.

Academic achievement is important to us, and we are proud of our students' success. But life at AVS is about so much more. Whether it's in sport, drama, music, science, enterprise or the arts, our students are encouraged to pursue their passions and develop their talents both inside and outside the classroom.

As a performing arts specialist school, we are exceptionally proud of the creativity and talent that flourishes across our school. From drama, dance, music and technical theatre, students have access to outstanding facilities and inspiring opportunities. In 2024, our dedication to the arts was nationally recognised when AVS won Best School Show at the National Schools Theatre Awards. This was an incredible achievement that reflects the hard work, passion and teamwork of our students and staff.

I hope that this information pack will give you a flavour of our school, and I encourage you to visit, to see how our values and culture flow throughout the school, and the pride that our staff and students have at being part of Avon Valley School. I'm confident that you'll discover Avon Valley is a warm, welcoming place where you can really thrive and have a positive impact on both our students and our wider community.

Finally, I would like to take this opportunity to wish you every success in your application to join our exceptional team.

Blake Francis,
Headteacher

About The Avon Valley School & Performing Arts College

VISION

To inspire, advance aspirations, and cultivate a school community of limitless potential.

MISSION STATEMENT

At The Avon Valley School and Performing Arts College, we aim to create an inclusive learning environment where everyone feels valued and supported. We believe in respect, being relentlessly ambitious, and looking out for each other. Our goal is to inspire each individual to chase their dreams and make a difference in the world around them. Through our belief in the limitless potential of every individual, we strive to inspire and equip everyone in our community to thrive and excel.

OUR CORE VALUES

Our core values are our DNA; they enable us to create an inclusive environment where everyone feels valued, understood and supported; fostering a sense of belonging and unity that strengthens our community bonds. This enables everyone to thrive, both personally and academically, enhancing overall happiness and success.

Ambition: We inspire and challenge each person to strive for excellence, fostering a culture of continuous improvement and perseverance. This empowers everyone to push through their boundaries to unlock their full potential, and achieve remarkable things beyond what they thought possible.

Respect: We celebrate the diversity of our community and treat every individual with kindness, dignity, and consideration. By acknowledging the unique backgrounds and perspectives of each person, we create an environment where mutual understanding and acceptance flourish, fostering a culture of trust, inclusivity and unity.

Care: We cultivate an environment where compassion and empathy are paramount, nurturing the holistic well-being of every member of our community. By prioritising the emotional and physical welfare of individuals, we demonstrate a commitment to their overall health and happiness, fostering a supportive community where individuals feel valued, heard, and supported through life's challenges.

These core values underpin everything we do at The Avon Valley School, guiding us in our pursuit of excellence. Through teamwork, creativity, and unwavering support, we empower our students to embrace opportunities, overcome obstacles, and experience the joy of learning together.

ETHOS AND CULTURE

At The Avon Valley School and Performing Arts College, we value each and every individual. We believe that everyone has the potential to succeed and is an untapped source of talent. It is our aim to unlock this potential through the provision of a first class education, creating lifelong learners.

Underpinning this aim is our desire for our students to enjoy their school days and be equipped with the skills and knowledge for life. We want our students to understand their rights and responsibilities and those of others and to be compassionate and caring members of society.

The ethos and culture of the school is unique and has been commented on during successive OFSTED inspections. A result of this and our significant progress is that The Avon Valley School and Performing Arts College has continued to be judged as a Good school. This has led to the school being extremely popular and oversubscribed.

SENIOR LEADERSHIP TEAM

The senior leadership team consists of Headteacher, 2 Deputy Headteachers, 4 Assistant Headteachers and the School Business Manager. They work collaboratively and provide expertise and support across all of the school's activities.

PASTORAL SUPPORT

We pride ourselves on the quality of our pastoral care for all students and have a highly skilled team of pastoral staff including Heads of Year, Pastoral Leads, SENCO, Form Tutors and Teaching Assistants. We also work positively with a wide range of external agencies.

WORKING FOR AVON VALLEY SCHOOL

The Avon Valley School is known for its aspirational and caring environment. Our staff are welcoming, committed, and maintain the highest expectations of both themselves and our students. We have a hardworking and committed team of specialist teachers who are dedicated to ensuring the best possible outcomes for our students. Our stable and experienced staff can offer support and guidance to colleagues at any stage of their career, and we actively encourage staff to create a personal improvement and development plan so we can help them realise their career goals and ambitions. Our staff are enthusiastic, have a good sense of humour, and support each other, which makes it a fantastic place to work.

GROWING TOGETHER: BALANCE, BELONGING, AND WELLBEING

"True balance is rarely found in isolation; it is cultivated in a community that values the person as much as the professional. Our collective strength comes from how well we look after each other."

At Avon Valley School, we believe that our students can only thrive when our staff are healthy, motivated, and supported. Working in education can be both immensely rewarding and demanding. Success isn't just about individual performance; it's about the relationships we build with our colleagues and the support system we provide for one another. Because of this, wellbeing is woven into daily life at the school.

Work-Life Balance

We respect the lives of our staff outside of the school gates. A healthy community is made of well-rested people. We try to ensure your home life remains your own.

- **Realistic Deadlines:** We provide an annual calendar of meetings and assessment/reporting dates at the start of the year to help you plan ahead.
- **A Community Right to Rest:** We champion a "Digital Sunset"; we do not expect staff to respond to emails out of the core school hours of 8.30am – 4pm or during weekends and holidays. We respect each other's boundaries so that everyone returns to school refreshed.
- **Additional PPA Time (exceeding the 10% normal offered for teaching staff) designed to promote a healthy work life balance.**
- **Staff Wellbeing is an integral part of the appraisal process.**
- **Flexible Working Arrangements for All Staff:** Where possible, we support flexible working requests. In addition, teaching staff are offered a biweekly work-from-home option, and support staff are offered 2 flexible working days each academic year.
- **A Generous Absence Request Policy:** Do you want to watch your child's primary school sports day or nativity, or attend your best friend's wedding? Not a problem if you work for us.

Professional Growth

We don't just want you to work here; we want you to thrive here. We actively try to seek ways to reduce administrative burdens so you can focus on what matters most: teaching and learning.

- **Dedicated CPD Time:** We dedicate significant time to high-quality professional development, ensuring that staff are equipped with the latest pedagogical tools and have the time and resources to stay at the forefront of their subject specialisms.
- **Collaborative Development:** Our professional development isn't "done to" you; it's built with you. We run workshops where we learn from the expertise within our own walls.
- **Personal Development Integral to Appraisal Process:** We offer mentoring and leadership opportunities to enhance personal and career development goals.
- **Open Door Policy:** A committed and collaborative Senior Leadership Team (SLT), who are active members of the school community. We listen to concerns and act on feedback promptly.
- **Dedicated Classroom** where possible for teaching staff.
- **Successful ECT Programme**, fostering professional growth.

The Power of "We" (Community)

We believe that no one should have to navigate the challenges of education alone. We foster a community where every voice is heard.

- **Structured Induction:** New colleagues receive a comprehensive induction program and a dedicated mentor to help them settle into the Avon Valley family, ensuring you have a friendly face to turn to from day one.
- **Collaborative Planning:** Our faculties work together: sharing resources, schemes of work, and assessment materials to ensure that no single teacher is ever starting from scratch.
- **The Social Heart:** A modern, comfortable staffroom, where you can take time out or work together, in a space for staff to connect as people, not just as colleagues. Our termly "Thank-you Breakfasts" give us the opportunity to celebrate our successes and support each other through the hurdles.
- **A Thriving School Community** with engaged students and supportive parents/carers.

Health & Mental Wellbeing

Your physical and mental health are our priority. We provide a range of tangible benefits to support both your physical and mental health and your financial peace of mind.

- **Private Medical Insurance:** To ensure you have the best care when you need it, all permanent staff are eligible for our comprehensive private healthcare plan. This includes fast-track access to specialists, diagnostic tests, and mental health support.
- **Employee Assistance Programme (EAP):** All staff have 24/7 access to a confidential counselling, legal advice, and financial guidance for you and your immediate family, providing a safety net for those times when life outside school requires extra support.
- **Cycle to Work Scheme:** We encourage a healthy and sustainable commute. Our salary sacrifice scheme allows you to save on the cost of a new bike and accessories, spread over manageable monthly interest-free payments.

We look forward to welcoming you to a school that values you as a person as much as a professional.

Cover Supervisor

Band G SCP 11 - 14 (£21,606 - £23,437 Actual Salary)

Full Time – Permanent (32.5 hrs per week - Term Time only, plus TT days)

Job Start: September 2026

Are you considering a career in education?

Are you an exceptionally organised and adaptable individual with strong communication skills? Do you thrive in a fast-paced environment and want to play a crucial role in ensuring continuous learning for students?

THE OPPORTUNITY

The Avon Valley School & Performing Arts College is seeking a dedicated and proactive **Cover Supervisor**. This is an exceptional opportunity for a motivated, adaptable individual to gain **hands-on classroom experience** in a supportive and dynamic environment.

Whether you are an aspiring teacher looking to build your confidence or a professional seeking a new challenge, the role of **Cover Supervisor** is the perfect gateway into the world of education.

As a **Cover Supervisor**, you will play a vital role in ensuring the smooth and continuous delivery of education across our school. You will step in when teachers are absent, ensuring that students remain on track with their learning. Your vital contribution will minimise disruption to student learning and ensure a positive and productive atmosphere across the school.

As a **Cover Supervisor**, you will get to focus on student engagement and classroom management - delivering cover lessons, building confidence and gaining valuable hands-on classroom experience—without the pressure of detailed lesson planning, preparation, or marking. This is an ideal stepping stone for anyone considering a future in education.

WHY JOIN US?

At The Avon Valley School, we are committed to nurturing every student's potential, both academically and personally. Our ethos is built on **Ambition, Respect and Care**, fostering a learning environment where students feel valued, supported and empowered to achieve their aspirations.

Avon Valley School offers a welcoming and collaborative environment where every member of staff is valued. We are committed to providing exceptional professional development opportunities and a supportive culture where you can thrive. You will have the chance to work with a fantastic team of staff and students who are all dedicated to building a safe, happy, and successful school.

THE ROLE & RESPONSIBILITIES

As **Cover Supervisor**, you will:

- **Lead in the Classroom:** Deliver engaging, pre-set lessons across various subjects and year groups, ensuring students stay focused and productive.
- **Student Support:** Help students access their work, answer their questions, and encourage a positive, inclusive learning environment.
- **Classroom Management:** Maintain high expectations for student behaviour in line with school policies, ensuring a safe and respectful atmosphere.
- **Collaboration:** Work closely with the Cover Manager and teaching staff to understand lesson objectives and provide feedback on student progress and behaviour.
- **School Community:** Register tutor groups, supervise break or lunchtimes, and occasionally support our internal isolation or removal rooms.

AMBITION, RESPECT, CARE

WHAT WE ARE LOOKING FOR

The ideal candidate will be:

- **Organised and Adaptable:** You will have excellent organisational and time management skills and the ability to handle a fast-paced environment and shifting priorities with ease.
- **A Natural Communicator:** You will have strong communication and interpersonal skills, and the ability to build positive relations with students and staff.
- **Classroom Experience:** You will gain direct classroom experience across KS3 and KS4, delivering cover lessons in the event of planned or unplanned absence by teaching staff, as required.
- **A Role Model:** You will maintain high standards of attendance, punctuality and professional conduct.
- **Safeguarding Awareness:** A clear understanding of safeguarding principles and a deep commitment to promoting the welfare of children.
- *Note: A teaching qualification (QTS) is not essential, but experience as an HLTA, Unqualified Teacher, or experience as a Cover Supervisor is highly desirable.*

WHAT WE OFFER

Joining The Avon Valley School means becoming part of a supportive and forward-thinking community. You will join a school that values professional development and personal growth. Whether you're exploring teaching as a career or actively working towards QTS, we offer a supportive environment where you can gain significant classroom experience while playing a vital role in the school's daily success.

Our staff enjoy:

- **Tailored career development** with annual personal development opportunities.
- **Flexible working arrangements for support staff**, including 2 flexible working days.
- **A generous absence request policy**, for example, do you want to watch your child's primary school sports day, or attend your best friend's wedding? Not a problem if you work for us.
- **A proactive staff wellbeing programme** to support work-life balance.
- **A committed and collaborative Senior Leadership Team.**
- **A thriving school community** with engaged students and supportive parents/carers.
- **Lunch provided** for anyone offering student facing activities during lunchtimes.
- **Paid duties** for anyone joining our lunchtime duty team.
- **Employee benefits**, including a cycle-to-work scheme, employee assistance programme, free on-site parking, and catering facilities.

TO APPLY:

If you're passionate about education and eager to gain classroom experience, we'd love to hear from you – even if you don't meet every requirement. We're looking for someone with the right attitude, enthusiasm and commitment to learning.

If you want to be part of a school where you can truly make a difference, we encourage you to apply by clicking the link below which will take you to our online application form.

Please visit our website to find out more about the school: <https://www.avonvalleyschool.uk/>

Application Deadline: 9am on Monday 18th May 2026

(We reserve the right to close this vacancy early if we receive sufficient applications for the role).

Interviews: Shortly after closing date.

For further information, email: chearne@avonvalleyschool.uk or telephone: **01788 542355**.

SAFEGUARDING AND COMPLIANCE

Please note:

- We do not accept CVs without an application form.
- We do not provide working visas.
- If shortlisted, you will be required to complete a declaration regarding any relevant criminal offences as part of our safeguarding duties.
- **Avon Valley School conducts online searches (including social media) as per KCSIE 2025.**
- **We are committed to safeguarding and promoting the welfare of children and young people.**
This post is subject to an Enhanced DBS check (child workforce) via the Disclosure and Barring Service.

Join us in shaping a future of limitless potential. We look forward to hearing from you!

Job Description: Cover Supervisor

Accountable to:	Cover Manager	Line Managing:	N/A
Post type:	32.5 hours per week Term Time Only plus teacher training days	Salary/Grade:	Band G SCP 11-14
Liaising with:	Staff, students and parents/carers		

Every member of staff is required to:

- Work towards and promote the vision, beliefs, aims and expectations of the school;
- Support and contribute to the achievement of every child's outcomes;
- Promote and safeguard the welfare of children and young persons you are responsible for or come into contact with;
- Undertake professional development activities to enhance personal development and performance;
- Maintain high personal professional standards of attendance, punctuality, appearance, conduct and positive relations with students, parents and staff.

Job purpose:

The Cover Supervisor plays an important role in ensuring the smooth and continuous delivery of education across the school.

This role is responsible for supporting access to learning for students and providing supervision of students in the classroom when the teacher responsible for the class is absent on short-term absence (which may be planned or unplanned).

Cover Supervisors will not be expected to undertake detailed planning, preparation, delivery or assessment of student's progress and/or development.

This is an excellent opportunity for someone interested in gaining some hands-on classroom experience, whilst working alongside experienced teachers in a supportive environment. You'll deliver lessons across a range of subjects and year groups, building your confidence and classroom management skills. This role is ideal for someone exploring a career in teaching.

Duties & Responsibilities

Lesson Cover/Classroom Experience:

- Liaise with the Cover Manager to determine absence cover required;
- Deliver engaging and effective cover lessons across the curriculum, ensuring continuity of learning for students;
- Work closely with teaching staff to understand lesson objectives and adapt resources to meet the needs of different learners;
- Register tutor groups as and where required;
- Ensure good behaviour of the pupils and make sure the pupils engage in the learning activity;
- Collect any completed work and return it to the appropriate teacher;
- Deal with immediate problems and emergencies in accordance with the school's policies;
- Give feedback to the teacher on broad issues such as behaviour;
- Undertake any administrative duties relevant and appropriate to this post, for example taking registers, logging positive and negative points
- Supervise the school's internal isolation unit (IIU) or removal room, as and where required.

Support to Students:

- Provide support to help students stay on task and enable them to access and undertake pre-set learning;
- Promote the inclusion and acceptance of all students within the classroom, encourage them to interact with and work co-operatively with others and engage in all activities;
- Respond appropriately to questions raised by students;
- Establish productive working relationships with students, acting as a role model and setting high expectations;
- Monitor and provide for the care, safety and welfare of students;
- Supervise students during break and lunchtimes as required.

Support to School

- Contribute to the life of The Avon Valley School and Performing Arts College, and support its ethos and policies;
- Perform duties and attend meetings / training as reasonably required;
- Be a role model to students through personal presentation and professional conduct;
- 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, support and ensure equal opportunities for all;
- Undertake any other duties as reasonably required by the Headteacher.

Continuing Professional development

- Take responsibility for personal professional development, keeping up-to-date with research and developments.

Additional Duties

- Contribute to the life of The Avon Valley School and Performing Arts College, and support its ethos and policies;
- Undertake any other duties as reasonably required by the Headteacher.

This job description may be reviewed and be subject to amendment or modification after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

Safer Recruitment Statement:

We are committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post requires Enhanced Disclosure (DBS).

Person Specification: Cover Supervisor

	Essential	Desirable	Evidence
Qualifications & Experience	<ul style="list-style-type: none"> • 5 A*-C grades at GCSE, or equivalent) including at least C/4 grade in English and Mathematics; • Level 3 Qualifications or above (A level or equivalent). • Experience working with young people in educational, youth, or community settings. 	<ul style="list-style-type: none"> • Degree or relevant professional qualification • Experience of covering lessons in the absence of teaching staff. • Experience of working with external supply agencies. 	Application form
Skills & Knowledge	<ul style="list-style-type: none"> • Understanding of safeguarding principles and commitment to promoting the welfare of children. • Proficiency in using IT systems, including Microsoft Office Suite (Word, Excel). 	<ul style="list-style-type: none"> • Knowledge of a management information system, if not SIMS. 	Application form, references & selection process
Personal qualities and skills	<ul style="list-style-type: none"> • Excellent organisational and time management skills, with the ability to manage multiple priorities and work effectively under pressure. • Ability to work independently, take initiative and solve problems effectively. • A proactive and flexible approach to work, with the ability to adapt to changing circumstances. • Strong communication and interpersonal skills, both written and verbal, with the ability to liaise confidently with staff at all levels, external agencies and visitors. • High level of accuracy and attention to detail in record-keeping and data entry. • To be resilient and calm under pressure. • Reliable, punctual and professional. • A team player with a positive and supportive attitude. • Discreet and able to handle confidential information with sensitivity. 	<ul style="list-style-type: none"> • Ability to ask for help if required • Concern for the welfare of the school community 	Application form, references & selection process

	<ul style="list-style-type: none"> • Hardworking with a sense of humour and ability to remain calm. 		
Special Requirements	<ul style="list-style-type: none"> • Excellent punctuality and attendance record • An understanding and willingness to be involved in school enrichment activities 		References & selection process

