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11 – 16 Mixed Comprehensive      NOR 1,220 (across 2 campuses)

Head Teacher: Mrs Krista Dawkins

## **Cover Supervisor**

**Actual salary: £18,628-£20,936 (Grade D) - dependent on experience**  
**37 hours per week, Mon – Thurs 8am – 4pm, Fri 8am – 3.30pm**  
**39 weeks, term-time only (reflected in salary).**

Crestwood Community School is one school, with two campuses serving central Eastleigh. We are looking to appoint an enthusiastic and ambitious individual to the role of Cover Supervisor as soon as possible.

The post of Cover Supervisor is to ensure teacher absence for whatever reason (sickness, professional development, meetings, etc.) can be covered by our own staff, who will be known to our students and familiar with the day-to-day procedures around the school. This alleviates difficulties finding supply teachers, whose teaching abilities can sometimes be undermined if they are new to the school and its students.

You will be required to cover classes in the absence of the teacher therefore we are looking for someone with good organisational skills, who is patient and assertive with a good sense of fairness and discipline. Crestwood continues to offer our full curriculum even within the current Covid environment however, this means you may be required to cover lessons in class or online. You will be expected to maintain behaviour management standards of children, which on occasion can be challenging, and possess the ability to motivate and encourage children appropriately to make positive choices. The ability to form good relationships with our students and staff and play an active role in the school is essential. Duties will be varied and, as well as class cover, could include; providing classroom support, arranging displays of student work, preparing for open evenings or exams and other administrative tasks in support of the teacher. It will require a flexible and proactive approach, so that students can gain access to the work set and complete it in the time allowed. A non-confrontational approach to the students is essential. Training will be provided, but the post will only suit someone who can communicate with young people.

Our last OFSTED inspection confirmed that we are a 'good' school. We also achieved outstanding gradings in Personal Development and Behaviour and Leadership. They also said that as a school we are *"passionately committed to providing a first-class inclusive education for all pupils; tenacious in their pursuit of additional resources and approaches to continually improve provision."* This is a happy school, where staff and students want to be. The #Crestwoodfamily pervades through everything we do.



This post offers an exciting career opportunity for either someone new to the education sector, by providing an excellent opportunity to gain experience of working in schools, or for experienced individuals looking for fresh challenges. Training is provided which includes a comprehensive induction programme.

**Application Procedure**

Your application must be made on a Hampshire Support Staff application form, complete with the names and email addresses of two referees, and submitted to the Head Teacher by hand, post or by email to [hr@crestwood.hants.sch.uk](mailto:hr@crestwood.hants.sch.uk). Please note we cannot accept a CV as a means of application. Applications must reach us before noon on the advertised closing date.

**Crestwood Community School and Hampshire County Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.**

**Cover Supervisor  
 Person Specification**

Area	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>● Level 1 in Maths and English (GCSE or equivalent)</li> </ul>	<ul style="list-style-type: none"> <li>● Level 2 in Maths and English (GCSE Grade C or equivalent)</li> <li>● Further study at further and/or higher education</li> </ul>
Professional Development	<ul style="list-style-type: none"> <li>● Experience of working with young people</li> </ul>	<ul style="list-style-type: none"> <li>● Experience of a school setting</li> </ul>
Experience	<ul style="list-style-type: none"> <li>● Work with children</li> <li>● Knowledge of secondary education</li> <li>● Knowledge of children's attitudes and how to engage them</li> </ul>	<ul style="list-style-type: none"> <li>● Counselling skills</li> </ul>
Knowledge and skills	<ul style="list-style-type: none"> <li>● Professionally discreet and able to respect confidentiality</li> <li>● Well- developed interpersonal skills</li> <li>● Team worker</li> <li>● Trustworthy</li> <li>● Empathy with pupils and sympathetic to their needs</li> <li>● Ability to build positive relationships with staff and students</li> <li>● Ability to stay calm under pressure</li> <li>● Good listening skills and good judgement</li> <li>● Firm but fair</li> <li>● Flexible with a good sense of humour</li> </ul>	<ul style="list-style-type: none"> <li>● Understanding of principles of learning processes and in particular barriers to learning</li> </ul>