



## The Role

Title:	<b>Cover Supervisor</b>
Contract:	<b>Permanent</b>
Hours:	<b>37 hours per week (term time only, 44.7 paid weeks) 8:00-16:00 Monday to Thursday and 8:00-15:30 on Friday.</b>
Grade:	<b>6</b>
Annual Salary:	<b>£24,792 - £26,667 (FTE £28,792- £31,022)</b> Salary dependent upon experience. A recruitment and retention (R&R) payment will be considered for the right candidate
Start Date:	<b>Asap – depending on DBS</b>
Closing Date:	<b>11<sup>th</sup> February 2026 at Midday</b>
Interview Date:	<b>To be agreed</b>

An exciting opportunity has arisen for a Cover Supervisor to join a thriving team supported by experienced colleagues.

We are looking for an enthusiastic, resourceful and creative individual with a passion for supporting young people. This is an ideal role for anyone considering a future career in teaching. USH has a proven track record of supporting colleagues who are entering the profession. We offer assistance with the application process and pathway into teaching, as well as subject-specific opportunities and training to ensure colleagues are well-prepared with the latest best practices. USH collaborates with several teacher training providers across the city and plays a key role in shaping the next generation of teachers.

USH is an heavily oversubscribed community school with just over 1050 students and 140 staff. We are incredibly proud of our family ethos and our success in delivering values-led education. We are known for our excellent career progression routes and we attract professionals who are willing to contribute to our sustained success. USH is a Leading-Edge School, consistently ranked high in Hampshire schools for overall achievement. The school was delighted to be awarded SSAT accreditation for Transforming in Principled Curriculum Design in 2023 and wellbeing in 2024.

We are seeking to appoint a Cover Supervisor to provide class cover in the absence of the teacher. You will be expected deliver cover work in a range of subjects and respond to the needs of both pre-planned and emergency cover. In quieter times, you may also be expected to provide classroom and technician support, exam invigilation and general admin support.

The successful candidate will:

- have proven, recent and relevant experience in an educational setting (secondary phase).
- be able build positive relationships with students and colleagues.
- have good communication skills and an ability to clarify and explain instructions clearly.
- be able to demonstrate good organisational and behaviour management skills in a classroom setting.
- be able to encourage, motivate and inspire young people to achieve their full potential.
- be able to demonstrate qualities of patience, firmness and sensitivity in establishing good relationships with students and staff.
- have a good general education and a high level of literacy and numeracy skills.



We can offer you:



**01**

Excellent CPD opportunities to support you through all stages of your career.



**06**



Vivup provides benefits and discounts for cinema trips, leisure activities, days out, travel bookings, high street vouchers and more.



**INDUCTION**



An individual induction programme for all new staff to support your transition to USH.

**02**



**EYE TESTS**



Free eye tests up to the value of £25 for users of VDU equipment and contribution up to the value of £60 towards the purchase of glasses.

**07**



**NETWORK**

We have strong network groups for all staff across the city and Hampshire to support all roles.

**03**



**WELLBEING**

Free confidential telephone and face to face counselling for staff and family members. Access to the Trust Health and Wellbeing pages.

**08**



**FLU JABS**



FREE Flu vaccinations for all staff on site.

**04**



**FLEXIBLE TIME**



All teachers are able to manage their PPA time flexibly and work off-site if they choose.

**09**



**APPOINTMENTS**

Flexible and generous approach to appointments and family events.

**05**



**WELLBEING GROUP**

A dedicated staff group looking at workload and wellbeing, meets regularly to review workload and develop the USH Wellbeing Charter.

**10**





## APPLICATION PROCEDURE

We positively encourage prospective candidates to inquire about our school prior to applying. If you would like to visit, discuss the position or have any questions, please email: [recruitment@ushschool.org](mailto:recruitment@ushschool.org).

To give your application the best chance at being short-listed, where at interview you can demonstrate suitability for the role, please ensure you read the person specification and job description and give examples in your application. Should you be new to the education sector or do not have direct examples related to the person specification, do please provide examples from a similar experience.

Full details and application forms can be downloaded from our website: [http://uppershirleyhigh.org/staff\\_vacancies](http://uppershirleyhigh.org/staff_vacancies). Please return your completed applications to [recruitment@ushschool.org](mailto:recruitment@ushschool.org).

***Please submit your application as soon as possible as we may invite candidates to interview before the closing date.***

## SAFEGUARDING

All schools within the Trust 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.

## THE JEFFERYS EDUCATION PARTNERSHIP

The Jefferys Education Partnership is part of an umbrella Trust called the Hamwic Education Trust. At the Hamwic Education Trust we offer unique opportunities for those individuals that excel in education.

We aim to deliver an outstanding education to our pupils and to do so we must employ ***outstanding*** people.

We offer a training pathway for all employees including teachers, support staff and our middle and senior leaders.

Our staff have opportunities to work on cross phase projects and to work in other schools within the Trust in order to gain invaluable experience and enhance their skills.



# Job Description

Title:	<b>Cover Supervisor</b>
Hours:	<b>37 hours per week (term time only)</b>
Grade:	<b>6</b>
Responsible to:	<b>Assistant Headteacher</b>

## Job purpose:

- To take responsibility for the learning, behaviour and progress of classes during the absence of the designated teacher.
- To create conditions for effective student learning, through positive classroom management, delivery, relationships with students and organisation, and through care for students including responsibility for their behaviour and safety.
- Ensuring that students can learn from activities planned by teachers for lessons.

## Key Duties:

- To liaise with the Cover Officer on a daily basis to be informed of the classes to be supervised and collect the work set for students.
- Assisting the inclusion of all students to ensure optimum learning opportunities including dealing with behaviour issues in accordance with the school's Behaviour Policy and strategies.
- Attending staff meetings and CPD sessions, and undergoing ongoing training, assessment and the monitoring of performance.
- To establish productive working relationships with students acting as a role model and setting high expectations of work and behaviour.
- When not required to cover classes, providing technician support to practical lessons

## Tasks:

- To supervise classes and groups of students carrying out work set during the absence of the teacher responsible for the class.
- To carry out appropriate clerical and administrative tasks to support the work of the departments in school.
- To invigilate tests, assessment and exams, ensuring compliance with exam board regulations.
- To register and record student attendance in lessons.
- To collect materials for the work set and take to the relevant classroom.
- To welcome the class, present the work set (with support from teaching staff where necessary) and answer any questions from students about process or procedures.
- To supervise the students while carrying out the work set to ensure that they are on task and that behaviour is good.
- To refer problems with understanding of the work to the Cover Officer or Subject Lead.
- To promote positive values, attitudes and good student behaviour, dealing promptly with conflict and incidents in line with established policy and encourage students to take responsibility for their own behaviour.
- To refer persistent problems of students' failure to work or misbehaviour to the Cover Officer or Subject Lead.
- To collect work completed and other materials at the end of the lesson and return to the designated member of staff.
- To provide objective and accurate feedback to the designated member of staff on the conduct of the lesson including keeping appropriate records as agreed with the teacher.
- When not required to cover classes, to be available to be deployed in the school to support teaching and learning in a wider role. This may, for example, involve working with individual students or small groups of students.
- When not required to cover classes, to be available to carry out appropriate clerical or practical support to subject teams by arrangement. Tasks may include:



- Providing technician support to practical lessons
- Filing
- Reprographics
- Putting up display materials in classrooms and on the corridors
- Stocktaking
- Booking facilities
- Receipt and collection of monies
- Input of data onto the ICT system
- Support for extracurricular clubs/activities.
- Be aware of and comply with policies and procedures relating to child protection, equal opportunities, health and safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To carry out lunch or break duties as may be directed by the Headteacher.
- Any other appropriate tasks within the capabilities of the person appointed as may be required from time to time or as may be directed by the Headteacher.

#### **Supporting the school:**

At an appropriate level, according to the job role, grade and training received, all employees in the school are expected to:

- Support the aims, values, mission and ethos of the school and participate in a team approach to all aspects of school life.
- Attend and contribute to staff meetings and INSET days as required, and identify areas of personal practice and experience to develop.
- Take appropriate responsibility for safeguarding and children's welfare and be aware of confidential issues linked to home/child/teacher/school and keep confidences appropriately.
- Be aware of health and safety issues and act in accordance with the school's Health and Safety Policy.

#### **Other Duties**

The postholder may be expected to carry out duties other than those given in the job description where the level of responsibility is similar and he/she has appropriate qualifications or receives appropriate training to carry out these duties.

The postholder must:

- Ensure that Trust policies and procedures are implemented and followed.
- Work as appropriate with the Trust Central Services team in matters relating to finance, HR, IT and Health and Safety.



# Person Specification

Title: **Cover Supervisor**  
Grade: **6**

Skills/ ability/ experience	To do what?	How well? Now or with training?	How important at the time of appointment?
-----------------------------	-------------	---------------------------------	---

## Knowledge & Understanding:

Good level of general education, including English and Maths to GCSE Grade C or equivalent	To demonstrate a good level of numeracy and literacy	Now	5
Evidence of further education, at NVQ3 or equivalent level	To provide evidence of further academic understanding and to provide a theoretical context for the role	Desirable	4
A broad understanding of the school curriculum	To cover teacher absence and supervise the work set for individuals or groups of pupils  To explain the work set and answer any general enquiries arising from this.	With training	4
Previous experience of working with/ guiding the learning of young people	To be able to engage effectively with students and to maintain acceptable levels of behaviour	Now	5
Administrative experience within a school or office, including use of common IT packages (Word, Excel)	To keep records and carry out administrative duties	With training in school systems and procedures	3

## Mental Skills:

Ability to use own judgement to resolve situations	To respond appropriately to difficult or unanticipated problems/situations that may arise in the classroom or during examinations	Ability essential now – training given in specific school procedures	5
--	---	--	---

## Interpersonal & Communication

### Skills:

Ability to engage with children and to effectively control a classroom	To take sole charge of a classroom and ensure that pupils remain focussed and that behaviour standards are maintained	Now	5
Ability to communicate information and ideas effectively to a range of audiences, through good written and oral communication skills	To work effectively with colleagues, pupils and “partners” of the school (Parents, PSA, Governors, Visitors)	With support	4

### Physical Skills:

Keyboard skills	To work alone in a classroom and to be able to respond appropriately, sensibly and calmly to any difficult/unusual situations, including verbal abuse from students	Now	5
-----------------	---	-----	---

### Mental Demands:

Ability to concentrate for medium periods of time	To supervise classes and ensure pupils are ‘on task’ with work set	Now	4
---	--	-----	---

### Responsibility For People:

Understanding of key safeguarding issues and procedures	To ensure correct reporting and monitoring of any safeguarding issues arising across the school  To maintain appropriate levels of confidentiality and data security in respect of personal/pupil/colleague information	Awareness of the sensitivity of these issues now. Training in school procedures given	5
---	---	---	---