



Cover Supervisor

Single Status Grade 4/5 £23,114 - £24,293 per annum

Actual pro rata salary range is £19,970 - £20,988 per annum

Permanent /37 hours per week/39 weeks per year

(Paid for 45.05 weeks to include holiday entitlement)

We are seeking to appoint a Cover Supervisor who is self-confident with good communication and inter-personal skills. The successful person must have a professional approach, be reliable and well-organised. The job will involve classroom management and supervision of students while overseeing work set by absent teachers using the material supplied. Hours of work are 08.15am to 15.00pm.

Our Vision Statement:

We are Willingdon

We are a united, vibrant community which demonstrates personal excellence in all that we do. Learning at Willingdon transforms lives by igniting curiosity and expecting the very best from staff and students alike. We value opportunities, aiming for success today to prepare for challenges and opportunities tomorrow. We are respectful, honest and courteous to empower each other on our unique learning journeys. We look after ourselves and each other, and show empathy, respect and compassion to all people and our environment along the way. We encourage tolerance, resilience and reflection, which in turn allows everyone to make progress every lesson. We work together as a harmonious community to be the very best versions of ourselves.

This makes us Willingdon.

Willingdon Community School is a high-achieving and over-subscribed (NOR 1040), 11-16, comprehensive school serving largely, the Eastbourne and Polegate area. We are committed to talent management and ensuring that all support and teaching staff are given the opportunity to develop and progress their careers. The school prides itself on putting staff and student wellbeing as a top priority and there are many initiatives which have been established to support this e.g. subsidising Benenden healthcare by 50% for all staff members to creating staff working parties to focus on key areas for example; marking workload. Our leadership team are receptive to constructive feedback and hold regular parent, staff and student voice sessions as well as google form entries to submit feedback.

The recent Ofsted report was very positive about the journey of our school and we sustained our 'Good judgement'. Our report details: 'The school has high expectations of pupils and a strong focus on celebration and praise' It also says 'External examination outcomes are extremely strong. Pupils' progress is significantly above national averages in most subjects, and in the highest 20% in English and mathematics.' This is largely due to teachers being 'subject experts' and also provided with the best support, CPD and leadership. Despite the recent impact of covid, our attendance was significantly above national average and we have enjoyed sharing our good practice with other colleagues in the south east region to support other children.

The school is a leading member of a number of local educational groups and partnerships, such as the Eastbourne Schools Partnership (ESP) which brings many and varied learning opportunities to both teachers and students, particularly via our links with Eastbourne College. We are a member of the SSAT, the Key and PIXL and have excellent links with outstanding schools up and down the country. These links bring cultural and intellectual capital to the school and enrich our CPD provision for staff at all levels.

The CPD and talent management of our staff is given a very high priority as we believe this is a vitally important part of improving outcomes for young people as well as invigorating teachers` passion for their areas. Willingdon is proud of its record in developing new teachers and on the quality of CPD more widely. We look forward to hosting Bill Rogers this year to talk to schools across the South East region about effective behaviour management.

The school has an outstanding record for the quality and range of professional development opportunities it offers and takes pride in developing its staff as outstanding teachers and preparing them for the next steps in their careers. We have an internal coaching team made up of excellent teachers who specify in supporting staff with the development of certain key skills. From delivering literacy within lessons to having good presence and effective engagement, our staff work positively with each other without fear of judgment. As well as being supported through in-house middle and senior leadership programmes, aspiring leaders have access to: funded NPQ and Masters Qualifications; extended programmes in Durrington Research School and leadership opportunities

Staff wellbeing is of paramount importance to us at Willingdon Community School. We can offer the successful candidate:

- A clear purpose. We are here to develop personal excellence and help staff and students be the very best versions of themselves.
- Lots of opportunities to observe others and feedback. We don't grade lessons and feedback is developmental.
- Regular opportunities for staff voice directly to the Headteacher.
- On appointment, a full induction day is arranged to ensure you are supported with the transition to your new role.
- 50% off Benenden Health Care scheme.
- Opportunity to join Bupa Dental Plan which provides varying contributions to NHS and private dental services.
- Weekly staff fitness sessions.
- Regular Mindfulness sessions to enhance your work-life balance.
- We offer Mental Health First Aid to all staff which is a two day qualification.
- An Employee Assistance Programme via the County Council, this service is provided by 'Care First', they offer advice, information, emotional support and counselling.
- Annual Flu Vaccination is provided in the autumn term and paid for by the school.
- Access to the ESCC My Staff Shop, which gives access to a wide range of tax efficient benefits and discounts from national and local businesses.
- The Love 2 shop membership card (linked to My Staff Shop) is a reloadable gift card which can be spent at a number of major retailers.
- Bike Scheme, this is a salary sacrifice scheme that produces a saving of up to 32% compared to buying a bike upfront.
- A free coffee machine is ready for you during break and lunch time.
- Invitations to whole school social events such as our Christmas party which is subsidised as a thank you to staff, and other gatherings to celebrate success.
- Local business discounts for Willingdon Community School staff.
- And more!

We believe that happy teachers make happy children and therefore do our utmost to support our staff.

[Working at Willingdon School](#)

Willingdon Community School is committed to child protection/safeguarding and promoting the welfare of children, we expect all staff and volunteers to share this duty of care. All applicants will be subject to safer recruitment procedures and will require satisfactory references and an enhanced DBS check.

Closing Date: Monday, 27th November 2023 (by noon)

We advise applying promptly for this vacancy as we reserve the right to close and interview early if sufficient suitable applications have been received.

To apply for this post, please download and complete the application form from the school website: <http://willingdonschool.org.uk/about-us/vacancies> or, e-mail: recruitment@willingdonschool.org.uk