

Primary Cover Supervisor – Permanent and 0.8 (4 days per week)

Cover Supervisor – Permanent and 0.8 (4 days per week)

Bridge Learning Campus is looking to appoint a Primary Cover Supervisor to work in the Primary Phase.

We are excited to offer a fantastic opportunity for a passionate and committed practitioner to join our dedicated team. As part of an all-through school within the Amplify Education, you will benefit from being part of a collaborative, forward-thinking community with access to excellent professional development opportunities. We are looking for an enthusiastic colleague to join a dedicated team of staff at Bridge Learning Campus and give our pupils, across the Primary School, the strongest provision in their school education. This is a 0.8 role within our popular and vibrant school.

As a successful candidate, you will have the confidence and adaptability to facilitate learning across a range of subjects and year groups, maintaining high expectations for all pupils and contributing to an inclusive, nurturing learning environment. We are searching for a passionate and dedicated professional to join our vibrant learning community. If you have a talent for building positive relationships, engaging young people in their learning, and making a meaningful difference every day, we want to hear from you.

The culture we embrace supports all colleagues to find the best version of themselves. We play to strengths and value the diversity that a range of professionals can bring to a team. We understand time is precious and constantly strive to remove barriers to effective practice. Professional dialogue, collaborative working and coaching conversations are key anchors that ground our work.

You will work closely with teachers, support staff and families to contribute to a positive, engaging and inclusive learning environment where all pupils thrive both academically and personally. The successful candidate will be a proactive communicator, role model and team player, committed to supporting pupil achievement, wellbeing and personal development.

Based in South Bristol, Bridge Learning Campus is an all-through school, with a two-entry Primary Phase, including an on-site Nursery. We are a large site with access to green spaces and sports facilities. Classrooms are spacious and well-resourced, supported by intervention areas, a well-stocked up-to-date library and access to up-to-date IT resources. We have a dedicated Pastoral Team, who support across the school and our wider school community, using Thrive, ELSA and MELSA provision.

Bridge Learning Campus has at its centre the core school values of **Build, Respect, Inspire, Dare, Graft and Empower**, through which all learning and our school of culture, well-being and belonging is achieved.

Following our recent Ofsted, in January 2026, there were no next steps identified for the Primary Phase of the school. Ofsted commented as follows:

Achievement- “In the Primary Phase, many pupils, including those who are disadvantaged achieve highly in phonics, reading, writing and mathematics, and well above national averages “and” Pupils’ work in the wider curriculum is of a high quality, with pupils able to talk with confidence and enthusiasm about their learning.”

Behaviour and Attendance- “The environment is calm, positive and respectful” and “In the Primary Phase, pupils are typically highly motivated and enjoy coming to school.”

Curriculum and Teaching- “An ambitious curriculum... so that pupils build on what they know over time” and “Teachers are highly skilled in delivering subjects, particularly developing pupils' vocabulary, spoken language and adapting learning to meet the needs of pupils with special educational needs and/or disabilities.”

Inclusion- “In the Primary Phase, staff accurately identify pupils’ needs and have robust systems in place to provide and review additional support for those pupils who need it.”

Personal Development and Wellbeing- “Clear expectations and routines ensure pupils in the Primary Phase develop a keen sense of right and wrong.”

What it’s like to be a pupil at this school- “Children often make significant and rapid progress from their starting point, including those who are disadvantaged [with] the wider curriculum [being] highly ambitious for all pupils” and “Pupils in the Primary Phase feel safe and happy, valuing the positive relationships they have with trusted staff.”

As a school we prioritise:

- Achievement for all
- Early reading and phonics
- Oracy and high-quality talk
- Equitable access and experiences
- Preparing children for their futures

Bridge Learning Campus is part of Amplify Education who are committed to high quality professional development and career opportunities for all staff. The Trust seeks to recruit the very best staff and to ensure that they are fully supported as we help them to develop their own careers.

Key Responsibilities

- **Support pupils:** Work directly with pupils to achieve their full potential in individual lessons and throughout their school career.
- **Develop Strategies:** Create and implement effective strategies to engage children in their education and foster a positive school experience.
- **Promote Positive Relationships:** Build strong, supportive relationships with children, encouraging their personal and academic growth.
- **Champion Inclusion:** Advocate for equity and inclusion, ensuring every pupil feels valued and supported, and
- **Collaborate with Staff:** Work closely with teachers, parents, and other staff members to provide comprehensive support for children.

What We’re Looking For:

Bridge Learning Campus is seeking a dedicated professional to join our friendly and supportive team. We are looking for someone who is passionate about nurturing children, enabling them to thrive and preparing them for their next stage in learning.

You will work closely with our experienced staff team, communicate effectively with families and colleagues, and bring a belief that every child can flourish.

Attributes: Hard-working, team-oriented, a 'can-do' attitude and an unconditional belief in the potential of all children.

Skills: Excellent communication and organisation skills, creativity, adaptability, and the ability to think innovatively.

What We Offer

We offer:

- Enhanced CPD, including access to professional networks across the Trust
- Paid induction and training suited to the role
- Confidential access to an Employee Assistance Programme
- Free parking
- Use of the Cycle Scheme
- Paid completion of a DBS check
- Flu vaccination vouchers
- Free eye tests (where the employee is desk-based)
- Where eligible, automatic enrolment to the relevant pension scheme
- Honouring of continuous service earned in the Local Authority

How to Apply

To apply, please read the 'How to Apply' section carefully in the Application Pack. If you have any questions about the role, or would like a discussion about how this role might suit your career plans, please reach out to recruitment@ampedu.co.uk

Key Dates

Closing date: Tuesday 15th September 2026, Midnight

Interview date: Week beginning Monday 21st September 2026

Start date: As soon as possible following checks

Amplify Education Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory vetting checks, including an enhanced DBS disclosure.

How to Apply

To apply please complete:

- **Online Application Form**

Applications will only be accepted from candidates completing the Trust's Application Form. Please complete ALL sections of the Application Form which are relevant to you as clearly and fully as possible. CVs will not be accepted in place of a completed Application Form, unless the advertisement states otherwise. Referees' contact details must be included. If you have any concerns about references, please contact our recruitment team on recruitment@ampedu.co.uk

- **A letter of application**

Add your letter of application to the end of the application form, or attach it separately, if this is easier. The letter of application should address how you are equipped to meet the person specification, showing us where your knowledge and experience, abilities and aptitudes, values and personal qualities will support you to carry out the job description. We are particularly interested in why you want to work in education, and why our trust. Most applicants write about two sides of A4 to show how they meet the person spec criteria.

Then send your application to recruitment@ampedu.co.uk before the closing date as written in the job advertisement.

Interview Process

After the closing date, short listing will match your skills/experience against the criteria in the Person Specification. You will be selected for interview entirely on the contents of your application.

If you are invited to interview, please let us know prior to the interview day if we can provide any access arrangements to enable you to perform your best at interview.

We will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications before interview. Any relevant issues arising from references will be taken up at interview.

You should be aware that provision of false information is an offence and could result in your application being rejected or summary dismissal if you have been selected, as well as possible referral to the police and/or DBS and/or other relevant investigating bodies.

Job Description

Job title	Cover Supervisor (Full time 8.15am to 4.15pm, 4 days a week)
Location	Bridge Learning Campus (Primary Phase)
Salary	BG8
Reporting to	Member of Middle or Senior Leadership
Role Summary	We are looking for a committed and proactive individual who can build positive relationships with pupils, support their learning and wellbeing, and help ensure every child feels included, valued and able to succeed. The successful candidate will work collaboratively with staff and families, bringing strong communication, organisation and problem-solving skills, alongside a positive attitude and an unwavering belief in the potential of every child.
Working pattern	Part time, 8.15am to 4.15pm, 4 days a week
Safeguarding	We are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff and volunteers to share this commitment. All posts at Amplify Education Trust are subject to pre-employment checks including, but not limited to, initial and periodic enhanced level checks with the Disclosure and Barring Service.

Purpose of the Role:

Key Responsibilities	To include:
Support for students' learning	Where possible, liaise with the class teacher to plan the delivery of cover work to a high standard.

	Ensure that students carry out curriculum tasks set by the teacher and assist students in understanding the nature of these tasks in order to minimise the effect of the teacher's absence upon the students' learning. Provide feedback to the class teacher(s) on the progress made by students with the curriculum tasks set.
Support the learning environment	To keep the learning environment secure and endeavour to leave classrooms as found
Care and support for students	To act on behalf of the teacher in ensuring - the Health and Safety of students in the classroom, and - equal and fair access to learning opportunities
Other Duties	When no cover is required, the postholder is expected to provide support in other areas of the school which may include (but not exclusive to) - classroom support or support of students outside of the classroom - the attendance team - the pastoral team - Invigilation of exams and/or assessments - creation and/or maintenance of displays
A member of staff is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct whilst working at BLC: - Members of staff are expected to maintain high standards of ethics and behaviour, within and outside school, by: - Treating students/pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a member of staff' position having regard for the need to safeguard students'/pupils' well-being, in accordance with statutory provisions	

- b. Showing tolerance of and respect for the rights of others
- c. Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- d. Ensuring that personal beliefs are not expressed in ways which exploit students/pupils' vulnerability or might lead them to break the law.

2. Members of staff must have proper and professional regard for the ethos, policies and practices of the campus in which they work and maintain high standards in their own attendance and punctuality.

Generic Responsibilities

- All members of staff at Bridge Learning Campus have a collective responsibility for securing the vision of the Campus and the benefits of all-through and inclusive education
- All members of staff have a responsibility for helping to develop and secure continued improvement for their 'school' or phase of education
- To play a full part in the life of the Campus community, to support its distinctive vision & ethos and to encourage staff/ children to follow this
- To follow all Campus policies
- To work in a co-operative and polite manner with all stakeholders.
- To work with children in a courteous, positive, caring and responsible manner at all times
- To follow the child protection procedures. To ensure that children's safety and wellbeing is never compromised
- To be polite, cooperative and positive when communicating to other staff
- To take an active and positive role in the campus's commitment to the development of staff, and their annual appraisal procedures
- To work with visitors to the campus in such a way that it enhances the reputation of BLC
- To seek to improve the quality of the campus's service
- To present oneself in a professional way that is consistent with the values and expectations to the campus.

Safeguarding Statement

The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. An enhanced DBS check will be required.

Key: A = Application form, I = Interview

	Source of Evidence	Essential	Desirable
Qualifications and Training			
Good Level 2 qualifications in English and Maths (minimum GCSE Grade C/Grade 5 or equivalent)	A	•	
Level 3 qualification or equivalent i	A	•	
Evidence of recent, relevant professional development.	A/I		•
Relevant Experience			
Experience in a school/setting serving a diverse and multi-cultural community	A/I	•	
Impressive organisational and interpersonal skills, including the ability to be able to communicate effectively, both orally and in writing	A/I	•	
Abilities and Attributes			
Highly motivated, with enthusiasm, energy and ambition	A/I	•	
Personal impact and presence	A/I	•	
Always maintains high professional and personal standards	A/I	•	
Experience of setting and supporting high expectations for behaviour and/or maintaining high standards of participation and achievement with a range of young people	A/I	•	
Well organised with routines and resources within the classroom environment	A/I	•	
Familiarity and fluency with ICT	I	•	
Commitment to embedding equity and inclusion in all aspects of your work, and modelling this for others.	A/I	•	
Commitment to continuing professional development and awareness of your own and others training needs	A/I	•	
Personal Qualities			
High expectations of pupils and a commitment to raising achievement for all.	A/I	•	
Reflective practitioner with a commitment to continuous professional growth.	A/I	•	
Ability to motivate others and foster a team ethos.	A/I	•	

Commitment to safeguarding, inclusion and promoting the wellbeing of all pupils.	A/I	•	
--	-----	---	--

Child Protection and Safeguarding

The Trust is committed to Safeguarding and Promoting the Welfare of all of its pupils and students. Each pupil/student's welfare is of paramount importance.

The Trust's Child Protection and Safeguarding Policy applies to all adults, including volunteers, working in or on behalf of the Trust. The policy can be found on our website: www.amplifieducation.co.uk

The five main elements of our policy are to:

- ensure we practice safe recruitment in checking the suitability of staff and volunteers to work with children
- raise awareness of child protection issues and equip children with the skills needed to keep them safe
- develop and implement procedures for identifying and reporting cases, or suspected cases, of abuse
- support pupils who have been abused in accordance with the agreed child protection plan
- establish a safe environment in which children can learn and develop.

Safer Recruitment:

Amplify Education Trust is committed to safeguarding children and young people. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service clearance. Our policy and practice is in line with the Department for Education's 'Keeping Children Safe in Education' most recent Guidance.

We ensure that all appropriate measures are applied in relation to everyone who works for the Trust who is likely to be perceived by the children as a safe and trustworthy adult including e.g. volunteers and staff employed by contractors.

Safer recruitment practice includes scrutinising applicants, online checks, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job.

Fluency Duty



This role has been identified as falling within the definition of requiring fluency in spoken English. You will be required to speak English with confidence and be able to conduct a conversation and answer questions for extended periods of time using technical language where required.

