

RANELAGH SCHOOL



COVER SUPERVISOR





September 2026

Dear Colleague

Thank you for your interest in the post of Cover Supervisor at Ranelagh School. In this letter, we aim to provide you with some further insight into our school and our priorities.

Ranelagh is an 11-18 coeducational, Anglican Academy based in the centre of Bracknell, a short walk from the railway station and with good road links. The school is always oversubscribed and currently has over 1100 students on roll, including 196 in the sixth form.

Our school has an excellent reputation at local and national level. The last inspection by Ofsted in 2024 judged us to be outstanding in all areas. This was our fifth outstanding report and, whilst we are very proud of this achievement, we are in no way complacent.

In addition to excellence in terms of academic outcomes, our purpose is to provide a supportive, stimulating and secure environment in which young people and staff can thrive. As such we seek to employ inspirational and energetic staff, committed to the school's ethos. In return, we aim to provide opportunities for continuing professional growth and development for all staff, beginning with a well-established induction programme.

Given that we spend such a significant proportion of our time in the workplace, it is important to take pride and pleasure in what we do here. Teaching and non-teaching staff collaborate well. They are mindful of one another's well-being and there is a strong sense of collective purpose.

If you are interested in learning more about the role, then please do contact me. I look forward to reading your applications.

Yours sincerely

Mr Timothy Griffith
Headteacher

JOB DESCRIPTION

Job title	Cover Supervisor
Hours	33 hours per week, term time only Mon- Fri (07:30 to 14:35) with a 30min unpaid break
Salary	BG-I9 – actual salary £20,870, including London weighting.
Contract	Permanent
Pension	Eligible for the Local Government Pension Scheme
Accountable to	The post holder will be accountable to the Headteacher and be line managed by, and responsible to, a member of the school leadership team
KEY FUNCTIONS OF THE ROLE	
Roles and Responsibilities of all Ranelagh staff	As members of a cohesive team, all staff have a common section to their job description which identifies their general responsibilities. 1 To implement the aims of the school 2 To contribute to school reviews, evaluation and forward planning and actively to support the implementation of the school development plan 3 To ensure the implementation of all school policies 4 To ensure that all safeguarding procedures are understood and implemented 5 To maintain practices which lead to the highest standards of teaching and learning, pastoral care and guidance 6 Actively to maintain order and discipline in the school as well as to reward good conduct 7 To attend meetings as and when required according to responsibility and to communicate effectively with colleagues 8 To attend in service training sessions as appropriate and work with advisory staff 9 To liaise with parents and governors as appropriate 10 To encourage a stimulating, secure, safe and attractive environment 11 Actively to support the school in a public forum.
Specific Responsibilities	Cover Supervision Undertake lesson cover in the event of staff absence Deliver and supervise work set for classes by their usual teacher Ensure that students remain on task and complete work to the best of their ability Help and support students in their academic progress Ensure that students behave according to the school Code of Conduct, including wearing of correct uniform Manage students' behaviour in accordance with the school behaviour policy

	Prepare a written report to the Head of Year or Curriculum Leader in the event of any unusual occurrence or misconduct being witnessed Respond to students' needs including answering their questions Establish productive working relationships with students Be aware of and comply with the school's policies and procedures, concerning child protection, health and safety, confidentiality and data protection Curriculum Administration Support curriculum areas in basic administration as directed by Curriculum Leaders (only in the absence of any daily cover needs). Cover Administration Check staff absence messages and enter information onto the school database Process staff absence slips, entering information onto the school database Deploy staff to cover lessons including liaising with ex-members of staff and local supply agencies Monitor the performance of external supply teachers General Responsibilities Uphold and promote the ethos, values and policies of the school. Attend relevant meetings, training and development activities. Contribute to the wider life of the school where appropriate. Undertake any other reasonable duties commensurate with the grade and nature of the post.
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PERSON SPECIFICATION

Attributes	Essential	Desirable
Education and Qualifications	GCSE English and Mathematics at grade C/4 or above, or equivalent. Willingness to undertake relevant training or induction performance management	Level 3 qualification, Higher Level Teaching Assistant (HLTA) status, or a relevant undergraduate degree. First Aid qualification
Knowledge and understanding	Strong behaviour management skills with the ability to maintain a calm, productive, and safe learning environment. Excellent literacy and numeracy skills to support students with general queries regarding pre-set tasks. Ability to communicate clearly, fluently, and effectively with students and staff. Good organizational skills and the ability to use basic ICT packages to support learning	Understanding of the secondary National Curriculum and child development principles.
Experience	Some experience of working with young people, preferably in an educational environment.	
Skills and attributes	Firm, fair, and approachable classroom presence Ability to remain calm, professional and solution-focused in challenging situations. Strong organisational skills and the ability to manage competing priorities. Ability to work both independently and as part of a team. Competent ICT skills, including the use of email, word processing and school data systems.	
Personal Qualities	A strong commitment to inclusion, equity and high expectations for all students. Professional integrity, discretion and sound judgement. Commitment to safeguarding and promoting the welfare of children. Commitment to the values and ethos of the school.	

Ranelagh School Vision

'Though we are many, we are one body.'
[Eucharistic Prayer, Common Worship]

Following the ministry of Jesus, we empower all to use their gifts in faithful service. We inspire and encourage each individual to develop and nurture unique skills, interests and talents, in order that they can flourish. Our school is a unifying heartbeat, enabling everyone to feel welcomed and valued as members of our community.

Context

We draw students from over forty primary schools spread over a diverse geographical area. Some of our young people and their families have experienced worship from a range of Anglican traditions, whilst others practise different denominations and faiths, or hold a wide variety of beliefs, values and ways of looking at the world. Our aim is for Ranelagh to offer a unifying heartbeat. Our vision is rooted in the example of Jesus' ministry – we are all one body, part of one church; we are all known and welcome and our unique skills and attributes are valued.

We endeavour for each individual to be included within our supportive community in which those of all circumstances and contexts are able to learn and work together to experience love, hospitality, service, solidarity, forgiveness and the possibility of new beginnings.

We are unrelenting in our support of each individual, in order that we all might have hope and aspiration for the future. Everyone is enabled to develop their unique skills and talents and to aspire for excellence, being empowered to take responsibility for making wise choices. In order for all students to thrive and excel, we aim to foster confidence and delight in learning through a rich diet of scholastic, practical, cultural and spiritual opportunities.

In addition to encouraging intellectual rigour, we nurture a vibrant and creative environment in which members of the school community are able to work together to seek the wisdom, knowledge, truth, understanding and skills which will support all to fulfil Jesus' promise of life in all its fullness.

How to Apply

Please complete the online application form available via the school website: www.ranelagh.org.uk

Please note that CVs cannot be accepted.
No agencies please.


Ofsted



Read our report ↗