



Recruitment Pack



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Welcome from our Headteacher, Vicky Lloyd



Thank you for your interest in joining the Meridian Trust family.

I am proud to be the Principal of Stamford Welland Academy where every child is known, valued, and supported to achieve above and beyond their potential. SWA has grown significantly in the last few years, and we now find ourselves with a waiting list for all year groups. We have a reputation for genuinely caring for the young people we teach and nurturing them to become the best version of themselves. Parents recognise the exceptional pastoral care that we provide and combined with superb teaching; we offer a truly 'whole' education for young people. This approach has resulted in not only fantastic GCSE results, but perhaps more importantly, young people who feel confident, happy, safe, members of our school family.

Our [curriculum](#) in each subject is carefully crafted and sequenced to ensure all students make progress regardless of starting points. Our subject leaders are experts and enthusiasts bursting to take our students on exciting journeys through each curriculum area. As part of [Meridian Trust](#), we also have access to the expertise of Curriculum Area Directors for each subject, in addition to the support from subject specialists in 13 other Trust secondary schools. As an inclusive school, there is superb support for those with additional needs and as a result, they achieve excellent outcomes.

Our [parallel curriculum](#) offer is exceptional, and this is due to the emphasis we place on it being as important as the taught curriculum. We can teach young people all the facts, figures, and information they will ever need to pass exams, but the life skills that are acquired by participating in additional activities, are the skills which shape and define young people's characters and give them the resilience and confidence to face the wider world.

We have a significant focus on developing character at SWA and we see this as fundamental to students leaving us as fully rounded members of society. Every half term we focus on two different character attributes, where students are overtly taught what they are and how they might demonstrate them. Each half term culminates in a [PLEDGE](#) afternoon related to the character attributes we have been focusing on, where students work towards



Valuing People



High Quality
Learning
Environment



Pursuit of
Excellence



Extending the
Boundaries of
Learning



Achievement
for all

achieving their gold, silver and bronze PLEDGE awards.

Relationships between staff and students at SWA are extremely strong and positive, and there is a genuine feeling of us all being part of a team. Without exception, every visitor who walks through the doors of SWA comments on the fantastic atmosphere which feels positive, purposeful, and welcoming. Our strength in this area has been recognised locally and nationally, and we have been asked to share our excellent practice with other schools.

My own values are firmly rooted in a child centered, relationship and 'whole child' approach to education and I am passionate about modelling this in everything we do at Stamford Welland Academy. I want SWA to be a place where students feel like they belong and where they thrive – both academically and emotionally. Fundamentally, I want students to want to come to school and we are constantly looking at ways to make school a positive experience for all students.

These are exciting times for Stamford Welland Academy, and we are looking forward to the next part of our journey with eager anticipation. The improvement to the learning environment over the last few years, coupled with our rich and varied curriculum, superb teaching and exceptional pastoral care, all ensure that we are the 'school of choice' for Stamford and the surrounding areas. We are constantly looking at opportunities to link with local community groups and clubs,

and it is our desire to continually develop as the hub of our local community whilst providing the very best education for local children.

Mrs Vicky Lloyd
Headteacher



A Brief History

Meridian Trust, formerly known as Cambridge Meridian Academies Trust (CMAT), is a values-led Trust and has risen to be one of the highest performing academy groups in the country. Our Trust was first formed as an educational trust to create a federation of schools in 2006 with a desire to provide high quality and dynamic education for everyone, right in the heart of our community. Through various government policies, our commitment to collaboration has remained consistent.

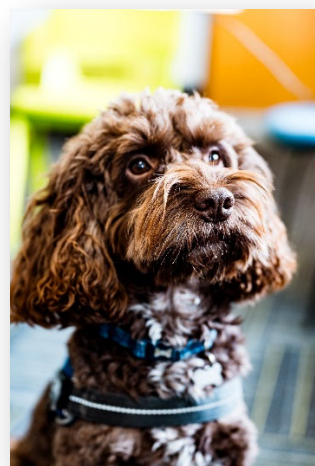
Meridian Trust was formed in 2011 to deliver more widely on that clear vision to provide high quality and dynamic education for all at the heart of the communities we serve. Our steady growth since then reflects our commitment to the communities we serve and our track record of success. The period since 2018 has seen an increase in speed of growth as many long term projects matured and our relationship with Sharnbrook Academy Federation emerged.

We are currently a family of 30 academies (including 14 primary, 3 special and 13 secondary schools). The secondary schools include a University Technology College, an Upper School, four 11-16 schools and six 11-18 schools. We also have 2 new secondary free schools in development. All within 20 miles of Cambridge and Peterborough and the main communication routes between. We merged with Cambridge Primary Education Trust to become the Meridian Trust in April 2022. In addition to operating schools, we are the home of the Cambridgeshire and Peterborough Teaching School Hub, and train more than 150 new teachers each year through Meridian Trust ITT. We retain a strong commitment to growing and supporting staff throughout their training and career development. We have a

proven track record of school improvement and transforming the lives of children and young people over the last 10 years.

Students thrive in Meridian Trust academies as a result of the implementation of our values, our successful and proven systems and our commitment to valuing people. We are among the highest performing multi-academy trusts in the country for student progress. Our academies are well-run and our staff benefit from excellent access to professional development.

Our commitment to the education system goes beyond just our own academies. We operate 'The Cambridge Partnership', one of the largest initial teacher training providers in the country which has recently merged with the SAF ITT, and 'Leadership East' these further strengthen our capacity and commitment to professional development. We also provide support through various SLAs to a number of other trusts and academies.



As a strong, regional multi-academy trust we currently operate schools across Bedfordshire, Cambridgeshire, Lincolnshire, Peterborough, and Northamptonshire. We are proud to have strong partnerships within all these communities.

Trust Vision, Mission and Values

Our values and who we are:

Meridian Trust is a successful multi-academy trust founded on its commitment to people and communities.

Our proven approach over more than a decade has elevated us to a respected and admired academy trust, a national leader in education and a source of great pride to the communities we serve.

Every child is known, equally valued and supported to achieve their potential in all our academies. Every community we serve benefits from the facilities and services we provide.

Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.

We ensure that well-run schools retain and develop their distinct contextual identity, while sharing and contributing to Meridian Trust values, practices, curriculum approaches and operational systems.

Our Vision:

High-quality educational provision for all at the heart of local communities.

Our Mission:

To deliver, promote and inspire high quality educational provision in schools at the heart of their local communities so that:

- Young people become successful learners and confident, empowered individuals;
- Young people are encouraged to think for themselves and act for others, equipping them with the values, attributes, knowledge and skills to make a rewarding contribution to society;
- Every school is a hub for community activities, a centre for extended services and a source of immense pride for students, their families, and other local stakeholders;
- Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported;
- Well-run schools retain and develop their distinct contextual identity while sharing and contributing to the Meridian Trust values, practices, curriculum approaches and operational systems.



The enactment of our values for staff:



Engaged, developed, supported, and consulted.



Experts who strive for continual development. Collaborative networks, trusted to deliver.



Set ambitious goals and model what success looks like. Eager to improve.



Make connections, provide opportunities. Generous and sharing of knowledge and expertise.



Are accountable for the outcomes we contribute towards and strive for the very best.

Why work for us

Meridian Trust aims to be the employer of choice for the communities we serve. Since 2010 we have nurtured and developed the careers of many people. You can read about some of those journeys in the 'Meridian Trust People' section of this website. We are committed to making a difference to young people's lives and the communities we serve. Help us make our mission a reality.

Benefits:

As a multi-academy trust of 30 schools, Meridian Trust can provide a wide network of opportunities for collaboration and career development for both teaching and support staff. With an initial

teaching training facility and a teaching hub network within our Trust, there are ample opportunities to both, get into teaching, and develop within the profession.

- As well as the above we also offer:
- Unlimited access to CPD via Meridian Learning
- Free annual eye tests
- Access to a free Employee Assistance Programme, offering mental health and wellbeing support
- Unlimited value cycle to work scheme



To see the full range of benefits available, please visit [Employee Benefits - Meridian Trust](#)



How to apply

To apply please complete the online form on MyNewTerm. Your supporting statement should address and evidence the selection criteria detailed in the Person Specification.

Closing Date: Friday 19th June, Midday.

The post may close sooner should we receive sufficient applications.

Interviews: W/C 29th June 2026

Applying: Via My New term

For any questions about the application process please contact:

Email:

recruitment@stamfordwellandacademy.org

Meridian Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory

pre-employment checks including enhanced DBS disclosure. We are committed to diversity & inclusion and equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief and marriage and civil partnerships. Meridian Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure and barring service check. We expect all adults who work for the Trust to share our commitment to safeguarding and the health and wellbeing of our students.



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JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title:	Cover Supervisor
JD Reference:	STD ED 26
School/Academy:	Stamford Welland Academy
Weeks:	39 Weeks
Hours of work:	35 Hours
Salary:	Grade 6 plus first aid allowance (Actual £21,550.38)
Responsible to:	PA to Principal

Role:	To provide high-quality cover to classes in the absence of the teacher & school first aider
Purpose of job:	To supervise classes across the curriculum (KS3 & KS4) following a programme of study during the short-term absence of their class teacher, actively engage with the class and follow all classroom procedures as per the classroom teachers instructions, to contribute to raising standards by providing support to departments and the whole academy, to assist with student intervention as directed.

Responsibilities and Accountabilities:

Cover Supervision

- Under the direction of the Cover Manager, supervise pupils in class during the absence of their class teacher
- Take class registers, as and when appropriate
- Liaise with Curriculum Leader, where possible, to ensure that instructions are clarified
- Liaise with Teaching Assistants regarding individual pupils being supported in class
- Administer clear instructions to the class, based on the detailed work set, and actively supervise pupils as they carry out the instructions
- Inform the class teacher of any non-participation by individual pupils
- Contribute to the planning and evaluation of work set for covering lessons
- Provide feedback on learning activities and contribute to school review and development planning
- Contribute to behaviour management within the academy, in accordance with the academy's Behaviour Policy



Support for the School

- During periods when cover is not needed, work under the direction of the Cover Manager e.g., Exam invigilation, support for SSAs, support for Reception etc
- Be the main first aider in school and report to the Lead first aider when supplies are low. It will also include documenting any incidents & contacting parents where necessary.
- Undertaking and participating in any training as and when required
- The post holder will undertake any other duties commensurate with the grade of the post, in consultation with the line manager
- This job description is subject to review and may be changed following consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust concerning the post holder's professional responsibilities and duties

Support for School/Academy/Place of work:

- Participation in staff events by arrangement
- Attend Staff Meetings
- Contribute and participate in Trust events and activities where possible
- Develop and maintain effective working relationships with other staff and parents/carers
- Adhere to the Trust values
- Follow school policies, practices and procedures

Data security:

- Act following legal provisions regulating confidentiality and security of data and in under GDPR

Health and Safety:

- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions
- Co-operate with the Trust on all issues to do with Health, Safety & Welfare
- Contribute to the maintenance of a safe and healthy environment
- Contribute to the maintenance of a safe and healthy environment

Continuing Professional Development:

- In conjunction with the line manager, take responsibility for personal professional development, keeping up to date with research and developments related to school/academy/place of work efficiency, which may lead to improvements in the day-to-day running of the Trust



- Undertake any necessary and identified professional development taking full advantage of any relevant training and development available, particularly when related to the use of ICT, for data management and record keeping
- Maintain a professional portfolio of evidence to support the Performance Management process – evaluating and improving own practice

Child Protection and Safeguarding

- The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder also has an implicit duty to promote the welfare of all children and young people
- To inform the Child Protection Officer of any issues relating to the safety and well-being of students

The post holder will undertake any other duties commensurate with the grade of the post, in consultation with line manager.

This job description is subject to review and may be changed following consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust in relation to the post holder's professional responsibilities and duties.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.

All staff will be subject to an enhanced check with the Disclosure & Barring Service.

Updated: January 2022



Person Specification: Cover Supervisor	Assessment Key: A = Application Form I = Interview
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Education and Qualification	Essential	Desirable	Assessment
Good educational background with GCSE or equivalent in English Language	✓		A/I
First Aid Trained		✓	A/I
Experience	Essential	Desirable	Assessment
Experience of subject background	✓		A/I
Experience of working in the education sector		✓	A/I
Experience of working with young people in a learning environment		✓	A/I
Experience of working as part of a team	✓		A/I
Knowledge, Skills and Abilities	Essential	Desirable	Assessment
Knowledge of using different IT software such as Microsoft Office, Email	✓		A/I
Good interpersonal skills to communicate effectively and professionally with staff, students, parents, and other outside agencies (by phone and in person)	✓		A/I
Ability to establish good working relationships with colleagues	✓		A/I
Ability to work as an individual, as well as part of a team	✓		A/I
Ability to work using own initiative	✓		A/I
Ability to remain calm and professional at all times	✓		A/I
Personal Qualities	Essential	Desirable	Assessment
Highly motivated and enthusiastic	✓		A/I



Committed and reliable	✓		A/I
High professional standards	✓		A/I
Excellent timekeeping	✓		A/I
Child Protection	Essential	Desirable	Assessment
Support the Academy policies on safeguarding and child protection	✓		A/I
Other	Essential	Desirable	Assessment
Flexibility of working hours	✓		A/I

