



PARK LANE
A C A D E M Y

Respect | Ambition | Pride

APPLICATION PACK

Cover Supervisor
Grade 6, SCP 18-22 (£27,776 - £29,681 actual)
37 hrs p/w, term time plus 5 days
Start Date: ASAP

Respect - Ambition - Pride



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- Submit your application by Midnight on 17th May 2026
- If you have any queries regarding the application process please contact our HR on 01422 362215 or jdungan@parklane.spacademies.org



WELCOME

Dear Potential Colleague,

Firstly, thank you for your interest in working at Park Lane Academy a proud member of the highly regarded South Pennine Academies Trust. If you are impressed by our exciting work over the last two years, understand our vision and want to be a part of our exciting '**Journey to Good**', then we are keen to hear from you.

Park Lane Academy was inspected by Ofsted in October 2022 and we were described as an 'improving school' where leaders act with integrity and are focused on creating an inclusive school and a place where pupils talk positively about the changes that they are seeing.

Our motivation is to continue our transformational journey with our mission to strive for excellence in everything that we do. At PLA we ensure that positive relationships are at the core of what we do each and every day underpinned by our core values of Respect, Ambition and Pride as we passionately believe that, as educators, we have a powerful role to play to inspire our students to be the best they can be.

We are looking for a passionate, energetic and dedicated candidate with a strong character and someone who has the ability to motivate and inspire our students to achieve their full potential. Most importantly we are keen to hear from candidates that are driven by a strong sense of purpose and the genuine ambition to help the Academy drive standards and turn our vision into reality.

If this is a position that appeals to you and you have the passion to make a positive difference to the life chances of our students, we would very much look forward to hearing from you.

If you wish to discuss any of the opportunities we have on offer, please contact us at jdungan@parklane.spacademies.org or call 01422 362215. Please also visit our website www.parklane.org.uk and our social media pages to learn more about life at PLA.

Yours faithfully,

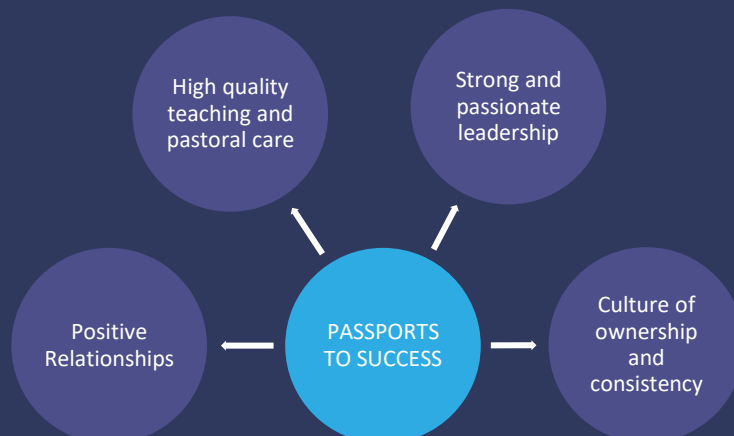
Mr Stuart Hillary
Principal

ABOUT PARK LANE ACADEMY

OUR VISION AND VALUES

Our **vision** is to maximise every child's potential to ensure we can say

“WE GAVE EVERY STUDENT THEIR GCSE PASSPORT TO SUCCESS”



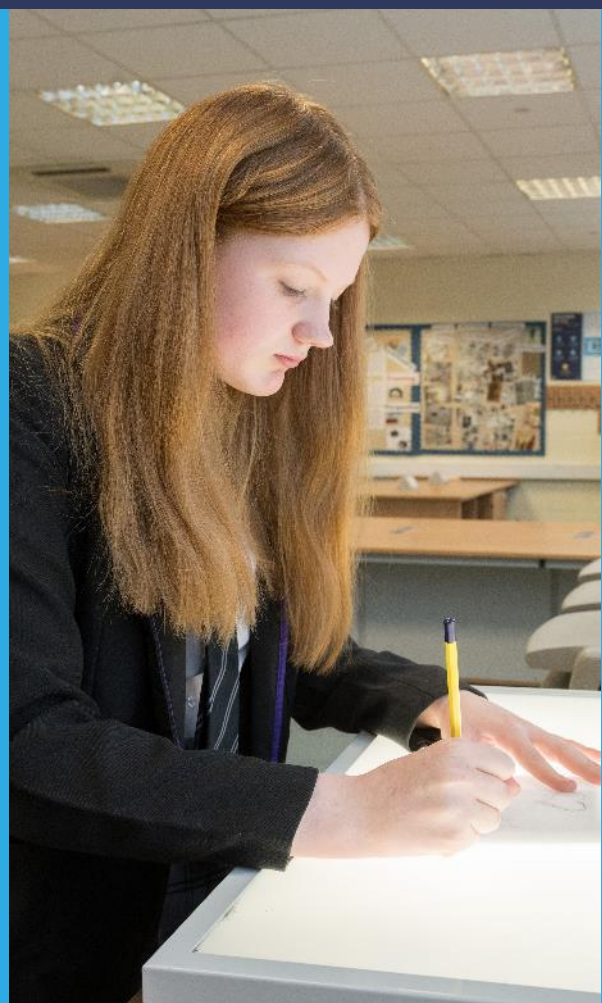
Our core **values** of Respect, Ambition and Pride underpin everything that we do, and we passionately believe that, as educators, we have the power and responsibility to inspire our students to be the best they can be - to enable our learners to pursue their dreams and achieve their passports to success.

WHY JOIN US

- **Culture:** We are a small school but have the culture of a big family - small school, big family!
- **Relationships:** Positive relationships are at the core of what we do each and every day underpinned by our core values of Respect, Ambition and Pride, creating a positive environment for learning.
- **High expectations:** The Academy has structured routines and high expectations of both staff and students.
- **Equality:** Staff work extremely hard as a team to meet the needs of ALL students.
- **Moral purpose:** We pride ourselves on being non-selective and this reflects our moral purpose and commitment to our local community.
- **Attendance:** Our students enjoy coming to school, attendance is above national average and outcomes have improved year on year.
- **CPD:** We invest in all staff and offer bespoke CPD to provide opportunities for progression
- **Leadership:** Senior leaders are highly visible, supportive and have an open-door policy.



Video Link

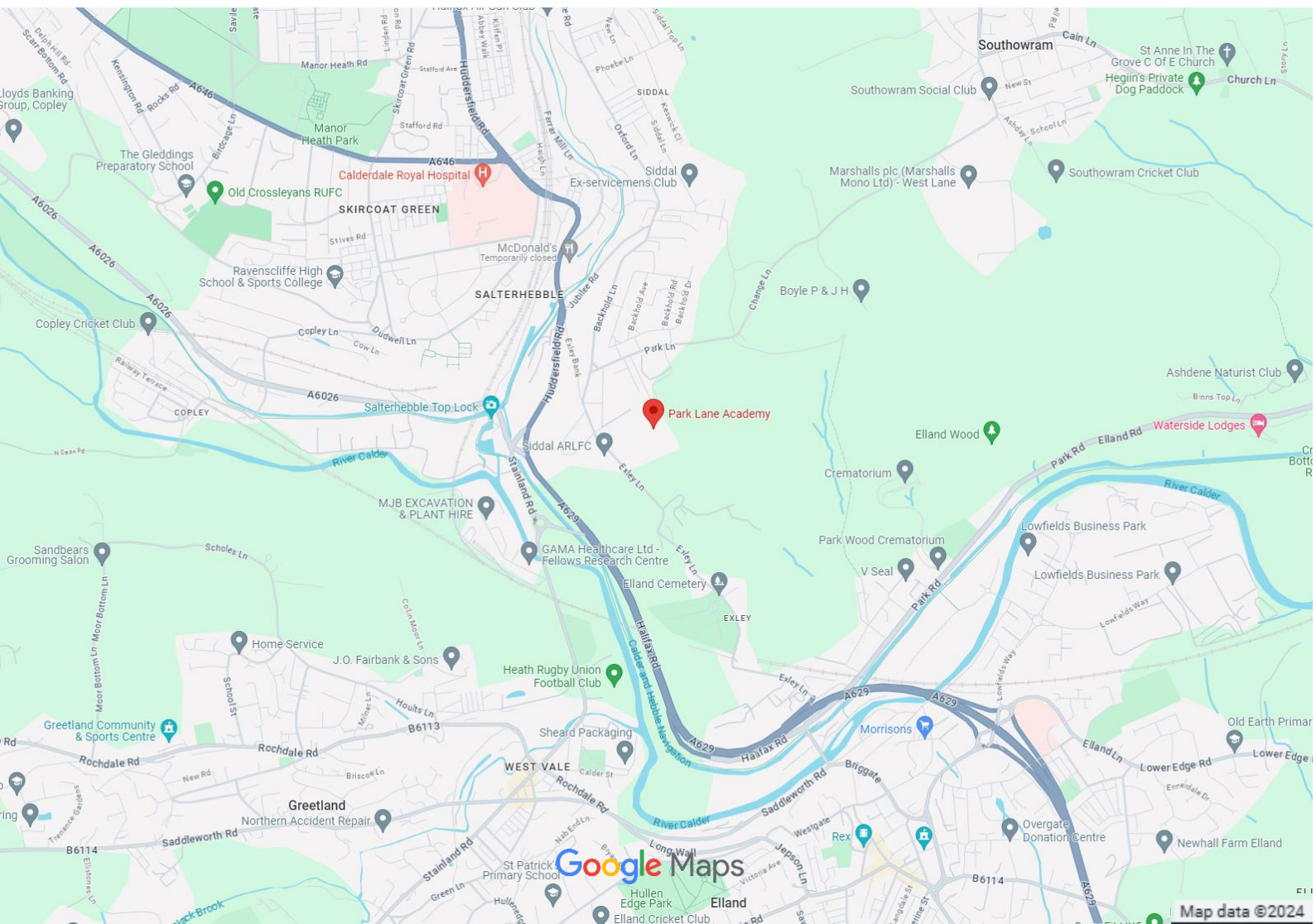


OVERVIEW OF THE DEPARTMENT:

As a member of our dedicated department, you will play a pivotal role in motivating, empowering and guiding our students to reach their full potential - as well as being part of a forward thinking and innovative team.

If you're enthusiastic about this role, understand our vision, and want to be part of our exceptional Academy, then we would welcome your application.

HOW TO FIND US



HOW TO APPLY

- Thank you for taking time to read about the Academy and Trust. If you wish to apply you should;
- Complete the application form fully, via My New Term www.mynewterm.com ensuring all details are accurate and all declarations are signed.
- Please ensure you enclose at least two professional referees with one being your current employer and any other employers in the last two years (with email addresses if possible).
- Do not enclose additional CVs.
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification and the unique contribution that you could make to the future success of our Trust.
- Please ensure that you also include information on how you will develop the role and how your previous experience has equipped you for this.

The Academy is committed to safeguarding and promoting the welfare of all students and staff must share this commitment. Appointment is subject to a satisfactory enhanced Disclosure & Barring Service check and the Academy's Safer Recruitment policy and procedures. Please note two references will be taken up prior to the interview process, please ensure your referees are prepared and aware of your application.



Cover Supervisor

Job Description

Scale: Grade 6, SCP 18-22

Contract:

Permanent Contract

37 hours per week, Monday to Friday

Term Time plus 5 days

Purpose of the post

Supervise whole classes of students and ensure that work that has been set is completed in the absence of the teacher. Cover is provided for the short-term absence of teaching staff so that an effective and tailored Academy policy in respect of cover is delivered.

Duties and responsibilities

- To supervise work that has been set in accordance with Academy policy so that teaching and learning continues.
- To liaise on a daily basis with the Cover Administrator and report to the Cover Administrator at the start and end of each day.
- To manage the behaviour of students whilst they are undertaking pre-set work to ensure a suitable environment exists for teaching and learning.
- To ensure a purposeful and constructive environment in which students can complete the work that has been set.
- To respond to any questions from students about process and procedure.
- To encourage students to complete the work set and to complete records for absent colleagues regarding this work.
- To deal with any immediate behavioural problems including dealing with incidents in accordance with academy policies and strategies.
- To implement strategies to recognise and reward student achievement.
- To collect any completed work after the lesson and to return it to the appropriate colleague.
- To report as appropriate on the behaviour of students during lessons and on any other relevant issues which may have arisen.
- Where appropriate to undertake the marking of students work before returning it to the absent colleague.
- To collate a bank of supervision work for subjects in liaison with curriculum leaders and to assist with planning learning activities.

- Where appropriate to prepare the classroom for lessons and to clear afterwards.
- To undertake administrative duties including administering course work, photocopying and producing worksheets for agreed activities.
- To assist students in using resources, e.g. ICT.
- To participate in school visits, assisting with activities as required.

Additional Responsibilities:

- Supporting the pastoral and administration teams at times when not needed for study supervision.
- To assist with the supervision of students outside lesson times, including student eating/leisure at break times and lunch times. These duties shall be undertaken within the post holder's contractual hours (breaks and lunches to be taken flexibly).
- Able to make day-to-day decisions in respect of the responsibilities of this post.
- To act as invigilator if needed during external examinations held in the academy.
- Other duties commensurate with the grade of the post as directed by the Principal.
- To undertake relevant training and development as required from time to time by the Principal, and be involved in on-going development reviews of skills and competencies.
- To participate in the Academy's monitoring and evaluation procedures including the annual Performance Review programme.
- To work in accordance with all Academy/Trust policies and procedures.

Competencies

- Challenge & Support – Strives for the best possible provision and challenges others in the student's best interest.
- Conceptual Thinking – Sees patterns/Uses concepts.
- Developing Potential – Creates development opportunities.
- Drive for Improvement – Sets and tackles challenging targets.
- Flexibility – Adapts procedures/Changes tack.
- Impact & Influence – Calculates an impact.
- Information Seeking – Gathers information.

Safeguarding

- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Ability to raise the self-esteem and expectations of children and young people.
- Emotional resilience in working with challenging behaviours.
- Motivation to work with children and young people.

As part of your wider duties and responsibilities you are required to promote and actively support the Trusts 'responsibilities towards safeguarding. Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have. It isn't just about the very old and the very young, it is about everyone who may be vulnerable.

Arrangements for Appraisal of Performance

To be appraised and line managed by the Assistant Principal.

Review Arrangements

The details contained in this job description reflect the content of the job at the date it was

prepared. It should be remembered, however, that it is inevitable that over time, the nature of individual jobs will change, existing duties may no longer be required and other duties may be gained without changing the general nature of the duties or the level of responsibility entailed. Consequently, the Trust will expect to revise this job description from time to time and will consult with the postholder at the appropriate time.

Signed by:

Postholder: _____ Date: _____

Principal: _____

Person Specification GRADE 6 Cover Supervisor

E = Essential D = Desirable

1	Aptitudes:	
1.1	To communicate effectively with all staff, students and parents	
1.2	Strong organisational and administrative skills	
1.3	To have the ability to think on your feet and make informed decisions under pressure	
1.4	To have the ability to work well within a team	
1.5	Ability to relate to young people between the ages of 11 to 16	
1.6	To take initiative and work independently	
1.7	To be enthusiastic, positive and committed to raising achievement	
1.8	Ability to promote a positive ethos	
1.9	Ability to prepare and prioritise to ensure completion of tasks to meet deadlines	
2.0	Ability to evaluate and improve own performance and to know when to seek help and support	
2.1	Ability to manage a classroom and apply the school's positive discipline policy	
2	Characteristics	
2.1	Ability to develop and maintain effective working relationships with students at all levels of ability	
2.2	Open, honest and approachable	
2.3	Willingness to be flexible in order to meet the needs of the school	
2.4	Self-motivated and hard working	
2.5	Sense of humour and optimism	
2.6	Professional approach	
2.7	High levels of integrity	
2.8	To have high expectations of young people at all levels	
3	Skills	
3.1	Good ICT skills with the ability to use Word/Excel/Email/Powerpoint	
3.2	An understanding of the potential for use of ICT for teaching and learning, including IWB and VLE	
3.3	Knowledge of the SIMS system	
4	Qualifications and Experience	
4.1	Minimum of 5 GCSE's including Maths and English at Grade C or above	
4.2	Educate to Degree Level	
4.3	NVQ Level 3	
4.4	Previous experience of working in a school or with young people	

SAFEGUARDING NOTICE

Important Safeguarding notice/ Statement of Intent

As part of your wider duties and responsibilities you are required to promote and actively support the Trust's responsibilities towards safeguarding. Safeguarding is about keeping people safe and protecting people from harm, neglect, abuse and injury. It is about creating safe places, being vigilant and doing something about any concerns you might have. It isn't just about the very old and the very young, it is about everyone who may be vulnerable.

South Pennine Academies is committed to ensuring a culture of safer recruitment and as part of that implement recruitment procedures that deter, reject or identify people who might abuse children. All Academies across the Trust adopt a consistent and rigorous approach in the recruitment and selection processes, with the aim of ensuring that those recruited are suitable for such an important and responsible role. The purpose of safer recruitment is ultimately to:



- **Deter:** From the beginning of the recruitment process, it is important to send the right message – that the organisation has a rigorous recruitment process and does not tolerate any form of abuse. Wording in adverts and recruitment information must aim to deter potential abusers.
- **Identify and Reject:** It will not always be possible to deter potential abusers. Therefore, careful planning for the interview and selection stage, in terms of asking the right questions, setting appropriate tasks and obtaining the right information can assist in finding out who is suitable for the role and who is not.
- **Induct:** Induction is an essential part of our recruitment process, we ensure that comprehensive induction processes are in place, together with appropriate policies and procedures, raising awareness through staff training and generally developing and maintaining a safe culture within the organization, which will all help to prevent abuse or identify potential abusers. The Academy is committed to safeguarding and promoting the welfare of all students and staff must share this commitment. Appointment is subject to a satisfactory enhanced Disclosure & Barring Service check and the Academy's Safer Recruitment policy and procedures. Please note two references will be taken up prior to the interview process, please ensure your referees are prepared and aware of your application.

The intention of this policy is to ensure that all stages of the recruitment process contain measures to deter, identify, prevent and reject unsuitable people from gaining access to pupils within the organisation. The policy and the practical implementation of recruitment and selection processes also aim to meet all legislative requirements, any statutory or other guidance that may from time to time be issued in order to keep children safe and safer recruitment in education, as well as principles of general good practice.

As part of our shortlisting process, in accordance with KCSIE Guidance, an online search will be completed on all shortlisted candidates.

Equality

The Board of Trustees and school are committed to a policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability or religious belief. Any behaviour, comments or attitudes that undermine or threaten an individual's self-esteem on these grounds will not be tolerated.

We aim to provide equal access to high quality educational opportunities and to ensure that everyone feels that they are a valued member of the school community. We seek to provide a safe and happy environment where all can flourish and where cultural diversity is celebrated.

Disabled applicants

Disabled applicants are guaranteed an interview if they meet the essential requirements of the Personnel Specification. As an equal rights employer our school is committed to make any necessary reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the selection panel's decisions will be based on an assessment of that person's expected capabilities once reasonable adjustments have been made.

Privacy notice

Our school aims to ensure that all personal data collected about staff, pupils, parents, governors, visitors and other individuals is collected, stored and processed in accordance with the General Data Protection Regulation (GDPR) (EU 2016/679) and the provisions of the Data Protection Act 2018 (DPA 2018). This policy applies to all personal data, regardless of whether it is in paper or electronic format. For further information please see the full privacy policy on our school website.



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Park Lane, Exley, Halifax, HX3 9LG
Telephone: 01422 362215,
Email: admin@parklane.spacademies.org
Website: parklane.org.uk

PARTNERS OF THE SPA TRUST

South Pennine Academies is a charitable multi academy trust established in 2012. We currently work with eleven primary and secondary converter and sponsored academies located in Calderdale, Kirklees and Oldham. The Trust also operates Huddersfield Horizon SCITT, rated a good ITT provider by Ofsted.

The team at South Pennine Academies are committed to delivering school improvement through the development of effective partnerships with our academies, the communities we serve and external organisations. Our academies are an integral part of their local communities. We value the diversity and distinctive opportunities that working within our local communities brings. Development of local solutions to meet local needs is a key aspect of our work.

BENEFITS OF JOINING THE TRUST:

- **Professional Development** - The Trust is committed to developing all staff within their roles and creating continued fantastic opportunities for further career progression.
- **Pension** – Every employee of South Pennine Academies has access to the Teachers' Pension Scheme or the Local Government Pension Scheme.
- **Wellbeing Benefits** – Through our wellbeing provider, Smart Clinic, staff can access a number of generous wellbeing benefits including physiotherapy, 24-hour GP helpline, cancer support, stress counselling support and weight management.
- **Free Will Writing service** – Provided via solicitors Dunham McCarthy – a free and completely confidential service for all SPA employees. The free service is provided remotely, either by telephone or video call, at a time to suit you. You will have an adviser to help you complete each step from start to finish.
- **Cycle to Work Scheme** – The Trust has registered to join this scheme as a provider for staff to be able to take advantage of the salary sacrifice tax-relief arrangement. For more information, eligibility criteria and details of how to apply, please contact the central HR team.
- **Annual Flu Vaccinations** – Annual Flu vaccinations offered to staff either by visit from nurse on site or via vouchers, accepted at various GP surgeries or pharmacies.
- **Flexible Days** – Our Trust is trialing a Scheme which allows all staff up to 2 days paid time off during term time for life events.



PARK LANE ACADEMY

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