



Sharnbrook Academy

Recruitment Pack

Cover Manager



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About Sharnbrook Academy

Sharnbrook Academy is a successful 11-18 comprehensive school located in North Bedfordshire, with a longstanding reputation for high student achievement.

We pride ourselves on our rigorous academic standards, good behaviour, and excellent teaching and learning, and we very much look forward to welcoming you to join us.

As a member of Meridian Trust, Sharnbrook Academy is part of a successful family of regional schools with shared values, a track record of achievement, and a wide network of support and expertise.

We believe that all students can achieve, and we encourage them to become lifelong learners, challenging and supporting them to realise their potential. At Sharnbrook, we believe there is much more to school life than just examination grades. As a large school, we are privileged to have great facilities. Sharnbrook offers a large and impressively equipped campus that enables our students to enjoy opportunities and experiences that are not available elsewhere.

Our curriculum is broad and rich, and extensive extracurricular opportunities are available. We believe in the value of extending the boundaries of learning by providing positive memorable experiences inside and outside of the classroom; providing a diversity of experiences to all; opening up the world to all students; and securing the very best future educational and vocational experiences for our students. In addition, students are encouraged to participate and collaborate with one another during academy-wide events, competitions, and challenges through the house system.

As a member of Meridian Trust, our school is guided and supported by their core values and beliefs. Their philosophy centres around:

- Achievement for All
- Valuing People
- A High-Quality Learning Environment
- The Pursuit of Excellence
- Extending the Boundaries of Learning

We want our students to feel safe, happy, and enjoy school, and this aim is reflected in everything we do.

Our ambition is that our students leave school having fulfilled their academic potential and, just as importantly, that they have developed into thoughtful, responsible citizens who are ready to make a positive difference to the world around them. We are looking forward to you joining us at Sharnbrook.

Dr Clare Keating-Roberts

Interim Principal



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.

Our Trust currently consists of 36 schools, 19 primary schools, 13 secondary schools, 3 special schools and 1 all-through. 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.



Valuing People



High Quality
Learning
Environment



Pursuit of
Excellence



Extending the
Boundaries of
Learning



Achievement
for all

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:



Valuing People

Engaged, developed, supported, and consulted.



High Quality Learning Environment

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



Pursuit of Excellence

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



Extending the Boundaries of Learning

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



Achievement for all

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



Valuing People



High Quality Learning Environment



Pursuit of Excellence



Extending the Boundaries of Learning



Achievement for all

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 36 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

Applying:

For any questions about the application process please contact:
hr@sharnbrook.academy

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.

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title:	Cover Manager
JD Reference:	STD ED 27
School/Academy:	Sharnbrook Academy
Weeks:	39 weeks per year
Hours of work:	37 hours per week (7am- 3pm Mon-Thurs and 7am-2:30pm Fri)
Salary:	Grade 7
Responsible to:	Vice Principal

Role:	Manage and organise the cover required for absent staff
Purpose of the job:	Ensure high-quality cover is provided for classes in the absence of a teacher. Work closely and pro-actively with HR regarding the coordination of staff absence.

Responsibilities and Accountabilities:

- The proactive management and allocation of cover for the planned and unplanned absence of teaching staff, to ensure the appropriate deployment of teachers, supply staff and cover supervisors to cover absences and emergencies
- Ensuring all orders and bookings for cover and supply are uploaded to the finance system, PSF Finance; maintain and update as appropriate
- Checking and signing off all supply invoices
- Acting as an additional Cover Supervisor following school protocols for registration and cover lessons
- The day-to-day line management and appraisal of the Cover Supervisor team, including the organisation of weekly meetings with the cover team to identify issues and resolve them
- Complete the Safer Recruitment training
- Ensure all school policies are followed and adhered to by the cover supervisors and all external supply staff
- Timely communication of unplanned absence to Curriculum Leaders, Senior Tutors, and SLT
- Working with the Achievement Team Manager during exam season to allocate staff and invigilators to help with the smooth running of exams
- Liaising with appropriate supply and recruitment agencies in engaging appropriately qualified supply staff to cover absences and temporary



vacancies whilst communicating with line manager regarding cost if required. Developing and maintaining good relationships with these agencies

- Providing staff with cover details, including cover work sheets and materials, registers, and resources at the start of the day and when emergencies occur
- Manage room changes
- Be the main point of contact for any problems/solutions related to cover
- Monitor the effectiveness of supply staff as per school policies and procedures, informing the line manager of any concerns
- Advising line manager and the senior leadership team on matters relating to cover arrangements
- Weekly meeting with line manager to update and inform of any upcoming events, trips, staff absence etc that may require extra cover requirements
- Compile and keep updated a supply booklet with all safeguarding, school policies and necessary information for all temporary teaching staff
- Keep records on cover data to ensure that regulations are adhered to
- Welcome and manage external cover teachers where necessary, including their induction to the school and helping them with lesson readiness and ensuring they are aware of safeguarding protocols
- Operate relevant equipment/ICT packages (e.g., SIMS, word, excel, databases, spreadsheets, Internet)

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
- To coordinate the booking of training courses for staff, ensuring relevant staff are up to date with any specialist training i.e. First Aid, Midas, Safer Recruitment, Safeguarding etc. Working with the Safeguarding Lead to ensure whole school training is up to date and in place with the relevant staff, and all new policies and changes are adhered to throughout the year, maintaining all staff training records promptly, including any third parties on site
- Using PSF Finance to book all training, working with the finance team

- To undergo any training required to perform duties effectively and be willing to train as a first aider
- Supporting the HR team; working together to ensure long term supply is appointed and successful

Data security:

- Follow the legal provisions regulating confidentiality and security of data and information 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
- To work/operate all plants and machinery within Health and Safety and other legal regulations, including risk assessments
- Physically able to perform tasks set out in this job description
- 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
- Participate in the annual appraisal system
- 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 safeguarding 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 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

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 Manager	Assessment Key: A = Application Form I = Interview
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Education and Qualification		Essential	Desirable	Assessment
1	Good educational background with GCSE or equivalent in English Language & Maths	✓		A
2	Business administration qualification		✓	A
3	Teaching or Teaching Assistant qualification		✓	A
Experience		Essential	Desirable	Assessment
4	Experience of working in an educational setting		✓	A/I
5	Experience in supporting children in a classroom environment, including those with a range of learning needs or challenging behaviour		✓	A/I
6	Experience in working with external agencies		✓	A/I
7	Experience in working within an administrative or clerical role	✓		A/I
Knowledge and understanding		Essential	Desirable	Assessment
8	Understanding of the education system		✓	A/I
9	Understanding how children learn		✓	A/I

10	A sound grasp of the concept of inclusive practice	✓		I
11	Knowledge of the concept of confidentiality	✓		I
12	Awareness of child protection issues	✓		I
13	First aid certificate		✓	A
Skills and abilities		Essential	Desirable	Assessment
14	Skilled at making and sustaining positive relationships with children and adults	✓		I
15	Excellent written and oral communication skills.	✓		I
16	Ability to contribute to team meetings and contribute ideas	✓		I
17	Ability to think strategically with the Cover Manager Role	✓		I
18	Ability to formulate ideas and solutions and present them clearly	✓		I
19	Excellent IT skills – in particular, Microsoft Word, Excel, PowerPoint, and databases	✓		I
20	Excellent organisational skills and experience in using, maintaining, and developing administrative systems	✓		I
21	Prioritise and organise workload to meet deadlines, cope with interruptions and remain calm under pressure	✓		I
22	Effective time management skills	✓		I
23	To be able to think creatively and anticipate and solve problems	✓		I
Personal Qualities		Essential	Desirable	Assessment
24	Willingness to undergo further training and development	✓		I
25	Positive and enthusiastic approach toward work	✓		I

26	Ability to act on own initiative	✓		I
27	Kindness and empathy towards students and colleagues.	✓		I
28	Ability to work as part of a team effectively	✓		I
Child Protection		Essential	Desirable	Assessment
29	Support the Academy policies on safeguarding and child protection.	✓		A/I
Other		Essential	Desirable	Assessment
30	The flexibility of working hours	✓		A/I