



# KINGSBURY HIGH SCHOOL

## *Spectemur Agendo*



## COVER SUPERVISOR

### Candidate Information Pack

## JANUARY 2026

SPECTEMUR AGENDO



# Introduction

KHS is a large and successful 11-18 split site school with a vibrant learning environment and a strong community ethos. Students and staff recently celebrated the release of a glowing inspection report (February 2024) which praises the school for its, “vibrant, inclusive culture”. The report reflects the school’s noticeable development over the last few years, with particular emphasis on high expectations, the strength of relationships between pupils and staff and the exceptional educational experience offered in Sixth Form.

Kingsbury High School has a long history of success. There is a keen understanding of the importance of values and a sense of tradition, encapsulated by our motto, *Spectemur Agendo*. It dates back to the founding of our predecessor school, the Kingsbury County, in the 1920s, and it is Latin for, “let us be judged by our actions”. As Headteacher I seek to lead the school with this at the heart and ask students to follow the Kingsbury Way: to respect themselves, others and the environment. In November 2022 the school achieved ‘Gold’ status on



Alex Thomas, **Headteacher**

the UN Rights Respecting School Award reflecting our commitment to children and young people. Student leadership is an important feature of our work and through the work of staff and young leaders the school has the Leadership Skills Foundation: Centre of Excellence.

A great school is a combination of different things. We are equally proud of the many opportunities we provide for our students beyond the curriculum and how we develop students as individuals ready for adult life. Students know our aim is to develop in all of our students the love of learning, intellectual curiosity, skills and qualities of character needed to become successful, happy and engaged members of society. Our key values are: Aspiration; Integrity; Respect; Responsibility and Resilience. Through these, we aim to combine both academic success and the development of the broader aspects of each student’s character.

## Follow us



<https://www.kingsburyhigh.org.uk/>



@officialkingsburyhighlondon



Kingsbury High School



## About Kingsbury High School

Kingsbury High School is located in Brent, one of the most diverse boroughs in England and Wales. It is surrounded by parkland with large playing fields and great local amenities, excellent transport links to enable easy access from central London and fringe areas. There is an upper and lower school; staff and some classes commute between them throughout the day. We recognise our place in the community and are a key part of the partnership, Kingsbury Schools Together with our local primary schools and The Village (special) school.



Our school is truly diverse in its makeup, whilst united as one family working to achieve the best for all our students. At KHS there are higher proportions of students than nationally: with English as an additional language (over 70%); living in socially deprived households; and disadvantaged (Year 7-11: one third eligible for the pupil premium). The majority of the roll is minority ethnic although there are no groups significantly more represented than others. Boys are in the majority in all year groups. The proportion of families that identify as having a religious faith is significant with over 40% Muslim. Kingsbury has a stable roll of around 360 sixth formers and the majority of its intake is from minority ethnic groups and a significant proportion is LAC/FSM.

Student attainment on entry is below average for all year groups and the Sixth Form. The proportion on the SEN register is relatively low however there are a significant number of ECHPs. Over the last 18 months there has been a significant increase in numbers open to social care.

KHS has an Alternative Resourced Provision (ARP) for students with hearing impairment and an onsite alternative provision: Article 28. Part of the Lower School site is shared with a local special provision, The Village School.

## Student Outcomes

Our students gain excellent examination results at 16 years and across the Sixth Form. The percentage of students achieving English and mathematics is above national (for grade 4+ and 5+) and Attainment 8 is above the national average. Progress 8 for is consistently 'above average' and disadvantaged students' P8 positive.

The A-level and vocational ALPs grades are positive. Progression to university (including to Oxbridge and medicine) is very strong.

## Our Commitment to Staff (Benefits)

**Commitment**—The DfE Wellbeing Charter was adopted by Governors in 2022/23; a Wellbeing Forum meets monthly; and KHS is working towards the *Wellbeing Award*

**Work-life balance**—KHS discourages emails and working out of hours; provides wellbeing advice (via a Virtual Staff Room, VSR and HR); and appraisal is supported via bespoke time off timetable

**Communication**—Transparency and signposting is supported via the VSR and a weekly bulletin

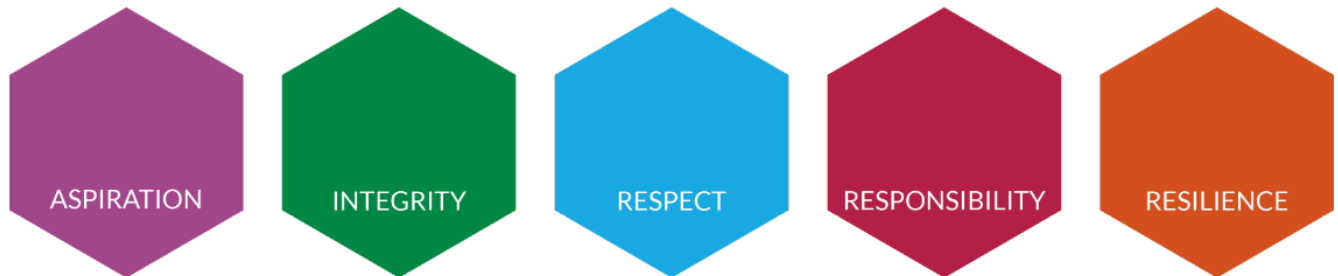
**Support**—A coaching programme supports teacher development; Education Support (EAP) is available for all; and training for leaders on wellbeing and mental health (via MIND) is provided

**Human Resources**—Induction programme for all staff; a HR function with a supportive attitude towards personal issues - medical; child-related; personal

**Feedback loop**—at faculty, team and individual level via: TES Pulse; SLT on the sofa; a Joint Consultative Committee with Governors and Professional associations; and regular consultation.

Free On-site Parking	Staff Tea / Coffee	Monthly Staff Treats	New Starter Tea Party
Cycle-to-work Scheme	Electric Vehicle Salary Sacrifice Scheme	Local Government / Teachers Pension Scheme	Blue Light Card for Discounts/Cashback
Flu Jab Vouchers	Employee Assistance Program	Staff Social Events: Christmas Lunch; Summer BBQ; badminton; zumba	Commitment to Continued Professional Development
Gyms on both sites equipment			

# Our Ethos and Values: *The Kingsbury Way*



Our aim is to develop in all of our students the love of learning, intellectual curiosity, skills and qualities of character needed to become successful, happy and engaged members of society.

Aspiration	Integrity	Respect	Responsibility	Resilience
<i>Being optimistic about the future.</i> <i>Being ambitious in everything we do.</i> <i>Being unwavering in our expectation that all can succeed and meet their potential.</i>	<i>Being honest about our strengths and weaknesses.</i> <i>Being open about decisions and doing what we say we will do.</i> <i>Being prepared to apologise if we get things wrong.</i>	<i>Being considerate of the views of, and our impact on, different groups and the community.</i> <i>Being proud about what makes each one of us different.</i>	<i>Being accountable for our actions.</i> <i>Being clear about what we expect.</i> <i>Being aware of our impact on the environment.</i>	<i>Being explicit in developing physical and emotional wellbeing.</i> <i>Being prepared to go 'the extra mile'.</i>

# Job Description: Cover Supervisor

<b>Reports to:</b>	Deputy Head (Curriculum) and Cover Manager
<b>Salary Scale Range:</b>	Scale 4, Point 7 (£26,403) plus London Weighting (£2,301) Actual salary total - £25,391 pro rata
<b>Contract:</b>	Fixed Term until 31.08.26, with potential to extend Full Time/Term Time Only
<b>Hours of Work:</b>	36 hours, Term Time only (39 weeks)
<b>Work Pattern:</b>	8.15 am – 4.00 pm (Monday-Thursday) 8.15 am – 3.45 pm (Friday)
<b>Deadline for Applications:</b>	Friday 6 <sup>th</sup> February 2026
<b>Proposed Start Date:</b>	Immediate Start

## JOB PURPOSE

To ensure that students are able to continue their education whilst their normal class teacher is absent. Cover Supervisors are required to cover lessons during the absence of the normal class teacher who will have set work for students to complete during their absence.

## KEY DUTIES AND RESPONSIBILITIES

Each period of cover requires Cover Supervisors to manage a class of around 30 students whose teacher is absent from the lesson. Each day, they may be assigned a form time and up to five lessons to cover for any subject that is taught in the school to classes in the Lower School (Years 7, 8 and 9) and/or the Upper School (Years 10 and 11).

### **Organisation**

- To check the form group and classes assigned for the day and supervise students whilst they complete their work.
- Take an accurate register of attendance within the first 10 minutes of the lesson.
- Clearly explain the work that students need to complete during the lesson and support them to complete the work.
- Use the school's Behaviour Policy to manage the behaviour of students to ensure a constructive learning environment.
- To ensure the rules of the Open Learning Centre are followed with students working silently and independently.
- Manage the classroom and teaching equipment to create a positive learning environment which makes effective use of the available resources.
- Collect completed work at the end of the lesson and return it to the absent class teacher.

- Support other activities relating to the supervision of students e.g. general supervision during school break times; school trips; extracurricular activities.
- To support students attending homework club with the completion of their homework.

### **Administration**

- Operate relevant equipment / IT packages (e.g. SIMs, email, google).
- Attend relevant meetings and carry out relevant administrative tasks.

### **Personal Attributes**

You must:

- Be literate and numerate.
- Have the ability to think on your feet, react quickly and effectively to potential situations and use your initiative on a continuous basis.
- Have the ability to communicate confidently and effectively with students and other members of staff.
- Be able to control classroom behaviour, preventing any incidents or misbehaviour where possible by using a range of behaviour management strategies.
- Be patient, calm and work well under pressure.
- Relate well to students, creating rapport and helping to raise the positive profile of Cover Supervisors within the classroom.
- Enjoy a varied and constantly changing routine.
- Be able to listen to instructions which may be delivered briefly and at speed, taking on new information quickly. In addition, you must be able to listen to students, particularly if they come to you with a problem, and be able to complete reports and documentation professionally, maintaining appropriate levels of confidentiality.

### **GENERAL RESPONSIBILITIES**

- To undertake general duties, administration and any reasonable task as directed by Line Manager or Headteacher and to carry out such other tasks as are essential to fulfil the job's core purpose.
- Participate in training and development activities and programmes, and attend and participate in meetings, as required.
- Assist with first-aid for students and staff, including looking after sick students and liaising with parents and staff.

- Be aware of and comply with policies and procedures, and report all concerns to an appropriate person, in respect of safeguarding and child protection; health, safety and security, confidentiality, and data protection.
- Contribute to the school's commitment to equality of access to opportunities to learn and develop for all students.
- Undertake these duties within agreed school objectives, policies and procedures and promote the School's Equal Opportunities Policy.
- To present a positive impression of the school in all encounters with visitors or on school visits.
- To respond calmly to the challenges of school life.

*Note: This Job Description is subject to amendment and will be reviewed from time to time and modified in the light of the post-holder's career development and changing needs of the school.*



# Person Specification: Cover Supervisor

## Knowledge and Experience

- Successful experience in working with children of secondary school age.
- Able to demonstrate the self-confidence required to cover classes in the absence of teachers
- Good standard of education particularly in numeracy and literacy, appropriate to the learning levels of the target pupil groups.
- Excellent time manager with the ability to work to tight deadlines and the ability to communicate effectively.
- Highly organised and efficient.
- Proven ability to build positive relationships with students and families.
- Good team member.
- Copes well under pressure, dealing with immediate problems and completing tasks efficiently.
- Pays attention to detail and ensures they, and others, follow the policies, systems and procedures of the school.
- Good educational qualifications - GCSE / 'O' Level standard.
- A good working knowledge of computer-based office systems, e.g. word processing, email, internet, PowerPoint.

## Equal Opportunities and Safeguarding

- A commitment to Equal Opportunities and an understanding of the implications of working in a fully inclusive school.
- A commitment to safeguarding and promoting the welfare of our students.
- A clear understanding of current educational issues and developments and their likely impact on teaching and learning.

## Safeguarding

A commitment to, and understanding of, safeguarding and promoting the welfare of our students

# Safeguarding / Safer Recruitment

KHS is committed to the safeguarding of children/students. All employees are expected to comply with our School Child Protection and Safeguarding Policy and the Staff Code of Conduct.

## Safer recruitment

Kingsbury High School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. Any roles which involve working with children, young people or vulnerable adults, or roles in which the duties will involve access to sensitive information relating to children, young people or vulnerable adults, the School will take up references prior to interview.

You should provide details of referees including your current and previous employers, covering the last 5 years.

Candidates can request for us not to send a reference request to their current employer prior to interview by emailing us at [khsvacancies@kingsburyhigh.org.uk](mailto:khsvacancies@kingsburyhigh.org.uk)

As part of our Safer Recruitment Policy, a full employment history is also required for this role.

Please provide a full employment history, together with a satisfactory written explanation

together with a satisfactory written explanation of any gaps in employment. Unless otherwise stated, a Basic DBS check will be undertaken as part of the pre-employment checks for successful candidates.

## Diversity Statement

Kingsbury High School values the diversity of its community and aims to have a workforce that reflects this. We therefore encourage applications from all sections of the community.

## High Volume Applications

Kingsbury High School reserves the right to close any vacancy earlier than the advertised closing date should there be a high volume of applications received.

## DBS

This role requires an Enhanced DBS (This post is exempt from the Rehabilitation of Offenders Act, 1974).



Nikhil, Head Boy and Emira, Head Girl

## Induction

All new members of staff are expected to complete the induction programme, including required health and safety courses, and display their understanding of the Staff Code of Conduct and the most recent version of Keeping Children Safe in Education (KCSiE).

## How To Apply

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Kingsbury High School have partnered with My New Term to manage our staffing vacancies and onboarding.

To apply for this, or any other role directly, we ask that you apply via the My New Term <https://mynewterm.com/> platform, by clicking the relevant job title on the Staff Vacancies page which is found using the 'Search by Employer' under 'FIND A JOB'. If you are already registered, please ensure that all information on your profile is current and up to date, especially information regarding your right to work and qualifications.

If you are not registered to My New Term, and need any assistance with using the website, please do not hesitate to contact the My New Term team via the live chat bubble on their job search page or you can contact the KHS HR team.

Please note that the formal shortlisting stage will take place soon after the advert closing date, however the school reserves the right to interview candidates prior to this. You will receive your application outcome (shortlisted or unsuccessful) through the MNT platform.

If you would like to have a phone call or school visit prior to submitting your application you can make the request via email to us. Please note that we will aim to do our best to accommodate your availability, but this may not always be possible.

If you have any queries about this or any other KHS vacancy, please do not hesitate to contact us on:

Email: [khsvacancies@kingsburyhigh.org.uk](mailto:khsvacancies@kingsburyhigh.org.uk)

Phone: 020 8206 3000

