



# Nene Park Academy

## Cover Supervisor

### Recruitment Pack



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Valuing People



High Quality  
Learning  
Environment



Pursuit of  
Excellence



Extending the  
Boundaries of  
Learning



Achievement  
for all

## About Nene Park Academy

Nene Park Academy is an educational community whose philosophy embraces the challenges of academic excellence, responsibility and leadership, spiritual awareness and participation in a wide variety of activities, and we look forward to welcoming you to be part of our journey.

Based in the heart of Peterborough, next to Ferry Meadows, we are a proud member of Meridian Trust. For the third time in a row, in October 2023 we were rated as a 'Good' provider by Ofsted. Inspectors highlighted 'pupils know there are high expectations for their achievement and attendance. They benefit from an interesting and engaging curriculum,' and that 'trips and visits help to bring the curriculum to life for pupils.'

Academic excellence is important, but the values that go with the achievement of the students are critical in ensuring that our students are well prepared for the challenges which await them beyond the school gates. At NPA, we encourage students to explore their identity and strengths, and provide the expertise that helps them to transform individual talents into accomplishments – accomplishments which will make them valued and respected in an increasingly complex world.

Being part of Meridian Trust, our school is supported by their ethos and values and this is weaved throughout our students learning:

- Achievement for all
- Valuing People
- A high-quality learning environment
- The pursuit of excellence
- Extending the boundaries of learning

At Nene Park Academy we quite simply strive to 'know and support every student to enjoy and achieve', and we look forward to welcoming you to experience our academy life and the exciting opportunities that we offer.

Principal

Robin Grover



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## 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.



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## 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.                                             |
| Valuing People                                                                      |                                                                                           |
|  | Experts who strive for continual development. Collaborative networks, trusted to deliver. |
| High Quality Learning Environment                                                   |                                                                                           |
|  | Set ambitious goals and model what success looks like. Eager to improve.                  |
| Pursuit of Excellence                                                               |                                                                                           |
|  | Make connections, provide opportunities. Generous and sharing of knowledge and expertise. |
| Extending the Boundaries of Learning                                                |                                                                                           |
|  | Are accountable for the outcomes we contribute towards and strive for the very best.      |
| 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.

**Closing Date: 2<sup>nd</sup> September 2026**

**Interviews: TBC**

### Applying:

For any questions about the application process please contact:

**Email:** [emmaj@neneparkacademy.org](mailto:emmaj@neneparkacademy.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: |                  |
| Weeks:          | 39 Weeks         |
| Hours of work:  | 35 Hours         |
| Salary:         | Grade 6          |
| Responsible to: | Cover Manager    |

|                 |                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Role:           | To provide high-quality cover to classes in the absence of the teacher.                                                                                                                                                                                                                                                                                                                       |
| Purpose of job: | To supervise classes across the curriculum 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
- 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**



|                                                   |                                                                         |
|---------------------------------------------------|-------------------------------------------------------------------------|
| <b>Person Specification:<br/>Cover Supervisor</b> | <p>Assessment Key:</p> <p>A = Application Form</p> <p>I = Interview</p> |
|---------------------------------------------------|-------------------------------------------------------------------------|

| <b>Education and Qualification</b>                                                                                                                         | <b>Essential</b> | <b>Desirable</b> | <b>Assessment</b> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|-------------------|
| Good educational background with GCSE or equivalent in English Language                                                                                    | ✓                |                  | A/I               |
| <b>Experience</b>                                                                                                                                          | <b>Essential</b> | <b>Desirable</b> | <b>Assessment</b> |
| 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               |
| <b>Knowledge, Skills and Abilities</b>                                                                                                                     | <b>Essential</b> | <b>Desirable</b> | <b>Assessment</b> |
| 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               |
| <b>Personal Qualities</b>                                                                                                                                  | <b>Essential</b> | <b>Desirable</b> | <b>Assessment</b> |
| Highly motivated and enthusiastic                                                                                                                          | ✓                |                  | A/I               |
| Committed and reliable                                                                                                                                     | ✓                |                  | A/I               |
| High professional standards                                                                                                                                | ✓                |                  | A/I               |

|                                                                   |                  |                  |                   |
|-------------------------------------------------------------------|------------------|------------------|-------------------|
| Excellent timekeeping                                             | ✓                |                  | A/I               |
| <b>Child Protection</b>                                           | <b>Essential</b> | <b>Desirable</b> | <b>Assessment</b> |
| Support the Academy policies on safeguarding and child protection | ✓                |                  | A/I               |
| <b>Other</b>                                                      | <b>Essential</b> | <b>Desirable</b> | <b>Assessment</b> |
| Flexibility of working hours                                      | ✓                |                  | A/I               |