



**BROADLEAF**  
PARTNERSHIP TRUST

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## APPLICATION PACK





## WELCOME FROM THE DIRECTOR OF PEOPLE & CULTURE

Thank you for your interest in this opportunity. I hope you find this information pack helpful, and that it furthers your aspiration to work with us. Please do take some time to read our values statement, contained within, which very much sets the scene for our work ethic.

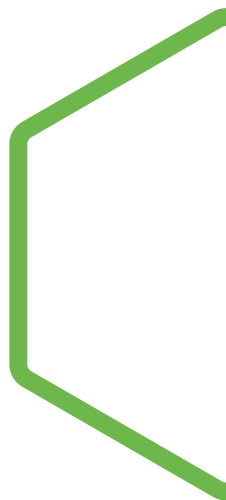
We are a small academy trust with big ambitions. We're here to give children and young people a lifelong love of learning and equip them with the skills they need to realise their personal ambitions. Our schools are places where children flourish, in environments that celebrate success, deliver academic excellence and foster curiosity, inclusivity and creativity.

If you join us, you can expect equal emphasis on your development as a professional. We will support you in continually developing your skills and career, which could take you anywhere within our expanding network of schools. To find out more about what else we have to offer, please see the 'Benefits Beyond the Classroom' information at the end of this pack.

We create exciting futures – both for our learners and our staff, and we'd love to welcome you on board.

I look forward to hearing from you.

**Samantha Palmer**  
Director of People & Culture



# JOB DESCRIPTION

**Title of Post** - Curriculum Support Assistant (Cover Supervisor)

**Status** - 32.5 hours per week - term time only , fixed term contract

**Salary/Grade** - Grade 3 from spine point 9-22. (£27,254-£33,699) FTE

Pro Rota - £21,310.39 - £26,349.85

**Effective from** - January 2026 - 31<sup>st</sup> August 2026

**Closing Date** - Tuesday 16<sup>th</sup> December 2025

**Interviews** - January 2026 - TBC

## Job Purpose

- Supervision of classes in absence of their regular teacher
- In-class support within a designated range of subject areas
- Curriculum support, including planning and administration
- To be responsible for the supervision of students on the premises for designated period of time during the school's breaktime and the start and end of lunchtime as required.

The Curriculum Support Assistants (Cover Supervisors) are an established team. Curriculum Support Assistants (Cover Supervisors) must be prepared to work in any subject.

## Specific Duties

### Cover Supervision

- Report to the cover administrator no later than 8.15 am at the start of each day.
- Supervise whole class to undertake pre-set work and/or activities during the absence of the regular teacher.
- Take register – paper or electronic.
- Begin and end the lesson in line with school protocols (this may include line up), ensuring students are provided with the necessary resources for their learning.
- Maintain good order and manage student behaviour, and deal promptly with conflict and incidents in line with established school policy.
- Keep students on task as necessary.
- Respond appropriately to questions raised by students.
- Collect any completed work and return it to the appropriate teacher/department.
- Ensure the room is left tidy and ready for the next lesson.
- Provide a brief report on each class covered at the end of each day for the class teacher/Head of Department (HOD) for the classes covered.
- Responsibility for promoting and safeguarding the welfare of children and young persons s/he is responsible for, or comes into contact with.
- To liaise with either the relevant HOD, Head of Year or Form Tutor re: any behaviour difficulties experienced during lessons.

### In-class support

- When not required to cover for absent teachers, in-class support will be carried out following a 'shadow' support timetable or to act as an additional positive patrol as directed by the Cover Manager.
- In-class support that may include assistance to individual students or to a group of students, as directed by the class teacher.

Further information including an Applicant's Guide, Privacy notices and our Recruitment and Selection Policy can be found on our career site.

If you would like to speak to someone in advance of your application, or arrange an appointment to visit us, please contact the HR team: [hr@broadleafpt.co.uk](mailto:hr@broadleafpt.co.uk)

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced DBS check.

We are committed to equality and value diversity, and therefore particularly welcome applications from under-represented groups.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020, which means certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers. If they are disclosed, they will not be taken into account.

### Curriculum Support

- To work alongside an identified form tutor and tutor group, (if not needed for cover).
- To attend assemblies and tutorials (if not needed for cover).
- To attend identified Year Team development meetings (if directed).
- To attend Subject Team development meetings (if directed).
- To undertake administrative support as directed by SLT, if not required for cover. e.g. data input, photocopying, inventory check, etc.

### Lunchtime Supervision

- To be responsible for the supervision of students on the premises during the School's break and at the start and end of the lunchtime break (time and location will be agreed).
- To ensure pupils' safety and wellbeing and that they behave in an appropriate manner.
- To be part of a weekly rota system in operation to supervise playgrounds, corridors, queues for the dining room, toilets, dining and sandwich areas.

### General

- Contribute to the overall ethos/works/aims of the school.
- Attend and participate in such Staff Meetings/other working groups as are appropriate to the role.
- Attend and participate in training and staff development programmes.

### Line Management - Responsibility to and for

Responsible to Cover Manager.

This job description is current at November 2025 and is representative of the duties/responsibilities expected of the post. These duties and responsibilities are neither static nor exhaustive and, at the discretion of the Headteachers, are liable to variation to reflect any future changes required of this post.

All posts are subject to an Enhanced Disclosure check with the Disclosure and Barring Service (DBS), for which proof of identity is required.

# AN INTRODUCTION TO OUR SCHOOL

## PERRYFIELDS ACADEMY

I am very proud of the Academy and the progress we continue to make towards becoming an outstanding provider of education.

We are a fully inclusive community that welcomes children with all abilities. Perryfields is a vibrant and caring school that places the students at the centre of each decision we take.

In May 2021, we were delighted for Perryfields to become part of Broadleaf Partnership Trust. We continue to enjoy working collaboratively within a small network of academies, to provide opportunities for both our students and staff to thrive and excel, whilst maintaining our individual flair as an academy.

Whilst at Perryfields, our students are empowered to be aspirational, resilient and independent learners. Our broad and balanced curriculum helps to cultivate the individual, fostering a love of learning and the desire to achieve. It is designed to enhance the development of our students with both subject specific and transferable skills, preparing them for the future and wider-world. This is reflected in our consistently good exam results.

Underpinning our culture of ambition is a strong and supportive pastoral system. The promotion of positive mental health and wellbeing encourages our learners to unlock their potential, within a kind and friendly environment.

We equip our students with the life skills they need to succeed both academically and socially, so they can be well-rounded members of the wider community.

We pride ourselves on working as a united team with our students, staff and families. Together, we strive to achieve excellence.

Clare Harris  
Headteacher



**PERRYFIELDS**  
ACADEMY

OFSTED - Good  
Pupils - 942  
Staff - 100

Oldacre Rd  
Oldbury  
B68 0RG



## AN INTRODUCTION TO BROADLEAF

**Thank you for taking an interest in Broadleaf Partnership Trust.**

The overarching purpose of growing our partnership of trust schools is to work in alliance with each other in order to ensure that our learners receive an exceptional educational experience.

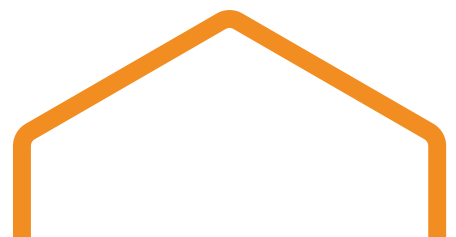
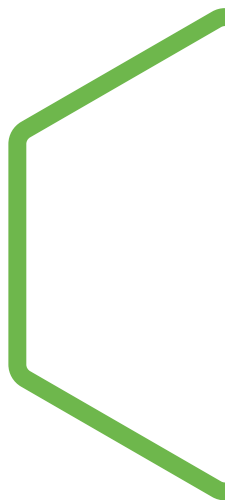
We passionately believe in the power of collaboration and look to ensure all staff across all of our schools benefit from shared expertise, understanding and opportunities for self progression - learning together and supporting each other.

Every academy has its own identity that enables it to best serve their community and I know that should you be successful in your application to join us, your dedication will continue to ensure that your children leave you with high aspirations and your families remain supportive of all that you do.

Thank you for your support and I look forward to seeing, and sharing the results of our new partnership.



Claire Pritchard, CEO





# ABOUT OUR TRUST

## Our Vision

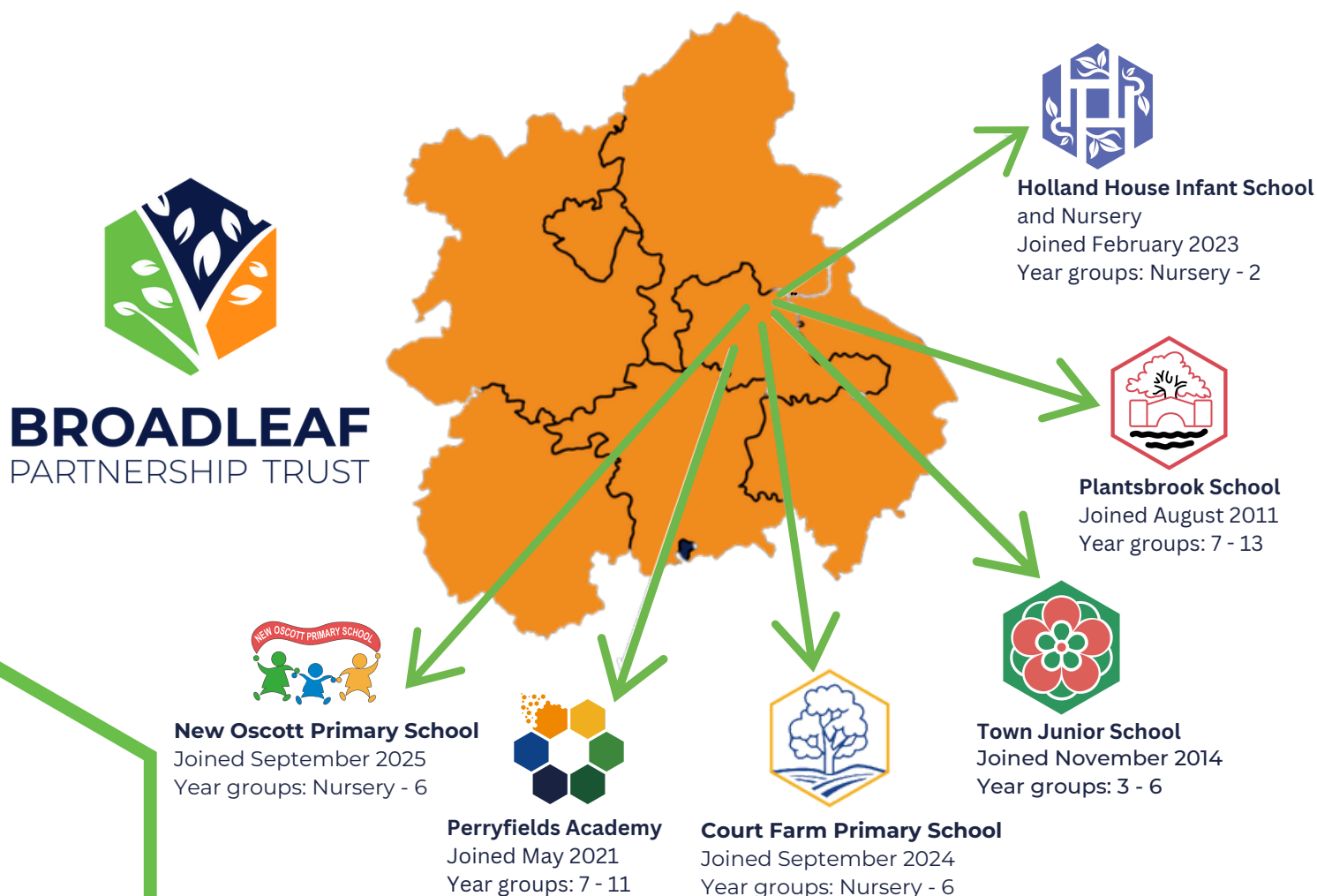
Broadleaf Partnership Trust will lead and enable community centred schools that raise and realise aspirations, celebrate successes, and promote a lifelong love of learning.

## Our Values

**Aspiration-** We celebrate a culture of continuous improvement, where all stakeholders are motivated to achieve the very best for every child. We aspire to create learning environments that foster curiosity, inclusivity, talent and creativity so that every child is encouraged to recognise their potential and develops ambitions that reflect their future goals.

**Alliance-** Working in partnership across our schools and in affiliation with stakeholders, across the education sector and beyond, we can access information and networks that help to continually develop our people, communities and practice. Our collaborative approach enhances the strength of unity across our Trust whilst simultaneously recognising the uniqueness of our schools. We align many of our operational aspects whilst empowering learning leaders to meet the curriculum needs of their community.

**Agility-** We are agile in our approach, embracing change, and focused on excellence. We ignite and harness people's passion by encouraging experimentation and innovation to make learning meaningful, build organisational resilience and ensure our approach stays current. We adopt a culture of shared and servant leadership across our Trust that enables action and provides the flexibility to respond and adapt to the ever-changing climate.



# BENEFITS BEYOND THE CLASSROOM:



## Employee Assistance Programme

This provides 24/7 access to a range of health and wellbeing services either by phone or online, including a helpline operated by trained counsellors to provide 'in the moment' support, wellbeing resources and webinars, structured counselling sessions and financial and legal advice.

## 24/7 GP service

As a Trust employee you and your immediate family have access to a private GP service available at any time of the day or night worldwide. Telephone or video appointments can be booked at a time to suit you, allowing you easy access to medical diagnosis, reassurance advice, private (payable) prescriptions, fit notes and open referrals.

## Cycle to Work Scheme

This salary-sacrifice scheme allows you to purchase up to £1,000 of bicycle and safety equipment tax-free, spreading the cost over either 12 or 18 months.

## Health Cash Plan

Our optional health cash plan allows you to reclaim costs related to dental, optical, therapeutic and other health-related expenses, including diagnostic consultations, screening, hearing aids, surgical appliances and NHS prescriptions. Personal accident cover is also included as standard. Contact HR for more detail.

## Shopping and Lifestyle Discounts

Wider Wallet is an online discounts platform providing a range of offers and discounts from well-known retailers and high street brands as well as discounts on dining, travel, technology, entertainment and days out.

## Pension

Plan for your future with a generous and secure pension scheme for teaching and support staff, ensuring financial wellbeing during retirement. .