



**BEACON
ACADEMY**

AMBITIOUS FOR EXCELLENCE

Cover Supervisor

Information for applicants
June 2026



MARK
Education
Trust



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Welcome from the Executive Headteacher and CEO

Anna Robinson



As the Executive Headteacher (EHT) and Chief Executive Officer (CEO) of **MARK Education Trust**, I am proud to lead three schools in East Sussex: **Beacon Academy** in Crowborough, **Uplands Academy** in Wadhurst, and **Hailsham Academy**, an all-through 2–19 school located in Hailsham and Hellingly.

Together, we are driven by a clear mission:

To provide the best possible education for our students, preparing them for life so they can stand equally alongside their peers locally, nationally, and globally.

Our Journey

I was appointed Headteacher of Beacon Academy in 2015 and became Executive Headteacher of MARK Education Trust in September 2022. Since then, the Trust has grown carefully and responsibly to include Uplands Academy in 2022 and Hailsham Academy in 2025.

During my tenure at **Beacon Academy**, we embarked on a transformational journey. In 2019, we celebrated record-breaking A-Level and GCSE results, with our Progress 8 measure making Beacon the **top-performing school in East Sussex for three consecutive years**. We also ranked **first across Sussex and within the top 1.8% of schools nationally**. Beacon's results continue to reflect academic excellence. Our sixth form students consistently achieve highly, with the vast majority of students securing their first-choice destinations - whether that be university, apprenticeship, or employment.

In 2024, following a rigorous Ofsted inspection, Beacon Academy was judged to be **Outstanding** in all categories.

In September 2022, we welcomed **Uplands Academy** (formerly Uplands Community College) into MARK Education Trust. Located in Wadhurst, East Sussex, Uplands is a good school with vast potential, driven by an inspiring student body and a dedicated team of staff. We are proud of the excellent relationships that have developed between staff and students, underpinned by high expectations and a relentless commitment to ensuring that the focus is on each child as an individual.

Our collective drive and ambition for continuous improvement was recognised and validated in January 2025, when Ofsted confirmed that Uplands is a **Good** school in all categories.

Continued overleaf...

About MARK Education Trust

Together, we make a strong, unified team focused on delivering whole school improvement. Centralised business services support our schools to develop and sustain excellence in every classroom. Our schools remain oversubscribed across year groups - a testament to the dedication and impact of our highly skilled and experienced staff.

Guided by our values, we are growing responsibly and with care. Our growth strategy is implemented thoughtfully to ensure that each of our schools retains its unique identity while remaining connected by our shared vision and continuously striving for excellence through collaboration.

In September 2025, we welcomed Hailsham Community College - now **Hailsham Academy** - into the trust. I spent 16 years at Hailsham, beginning as a PE and English teacher and progressing to Head of School, before moving to Beacon, so Hailsham joining our trust also marks a personally significant milestone in my career. As an all-through 2-19 school, Hailsham Academy strengthens our commitment to inclusive, high-quality education.

Join Us

If you share our ambition, values, and belief in the potential of every child, I warmly encourage you to consider joining Beacon Academy. You will be part of an exceptional team within both a thriving school and a growing trust, united in our determination to provide the very best education for all of our young people.

To find out more about who we are and what we stand for, we invite you to visit our [MARK Education Trust website](#).



Anna Robinson
Executive Headteacher and CEO

Welcome to Beacon Academy

A message from Headteacher Keith Slattery



Thank you for your interest in joining Beacon Academy. I have worked at Beacon for over 20 years and was proud to be appointed Headteacher in 2023. It is a privilege to serve this community and to lead the school on its continuing journey of excellence. In 2024, we were judged **Outstanding in all areas by Ofsted** - recognition of the dedication, professionalism and ambition of our staff and the achievements of our students.

Beacon Academy is a split-site, semi-rural, mixed 11–18 academy with 1,664 students, including over 320 in our thriving Sixth Form. Situated in Crowborough, on the edge of the Ashdown Forest and within easy reach of Tunbridge Wells, Brighton, Eastbourne and the south coast, we are an oversubscribed school with a diverse, non-selective intake from more than 10 primary schools and beyond.

Our Sixth Form, located on its own dedicated campus just minutes from our main site, attracts not only our own students but also those from local and international schools. We are proud that the vast majority of our students go on to secure places at their first-choice university, apprenticeship or employment.

At Beacon, we are uncompromising in our ambition for every student. We deliver a broad, knowledge-rich curriculum within a calm, safe and purposeful environment. Our culture is built on unapologetically high standards, a relentless focus on teaching and learning, and exceptional pastoral support. Alongside academic excellence, we place equal emphasis on developing happy, responsible and well-rounded young people – equipping them with the knowledge, character and confidence to thrive in life beyond school. This is achieved through our outstanding support networks, high expectations and a wide range of enrichment opportunities.

As part of MARK Education Trust, together with Uplands Academy and Hailsham Academy, we are motivated, ambitious, resourceful and knowledgeable. Our collaboration ensures that we remain outward-facing, innovative and committed to our shared vision of providing the very best education for every child.

If you share our values and our drive to inspire, challenge and support students to achieve their very best, I warmly invite you to consider joining our exceptional team.

A handwritten signature in black ink, appearing to read 'Keith Slattery', written in a cursive style.

Keith Slattery
Headteacher

TEACHERS' PROFESSIONAL DEVELOPMENT AT BEACON ACADEMY

1 Routes into teaching

1

School Experience Days
Teaching Assistant
Individual Needs Assistant
Cover Supervisor
All support roles

3 Early Career Training

3

University College London Early
Career Teacher Training
Bespoke mentoring
Flexible training on SharePoint

5 Leadership

5

ASCL Training
National College of Education Level 7
Apprenticeship
NPQSL, NPQH, NPQ SEND
East Sussex Aspiring Leaders

2 Initial Teacher Training

2

PGCE (University of Sussex, University
of Brighton)
School Direct, University of Brighton,
Teach Kent and Sussex
Assessment Only (University of Sussex)
Apprenticeship (funded route)

4 Development for experienced teachers and middle leaders

4

National Professional Qualifications in
Teacher Development, Leading Literacy,
Behaviour and Culture, Leading Teaching
Pedagogy group
Ongoing curriculum training
Exam board training
Behaviour Working Party
Mental Health First Aider
Spending time in Student Support
Supporting quality assurance
Exam marking
BAT duties
INSET days
Making Our MARK blog
Research Lead Programme

Department Information

Beacon Academy has a team of friendly, supportive and proactive Cover Supervisors who are managed and supported by the HR Officer and wider HR team.

Under the guidance of the HR Department, the Cover Supervisors have become a cohesive and efficient team. Each individual brings their own unique strengths, from strong communication skills to a deep understanding of classroom management. They work seamlessly together, supporting one another and sharing best practices. Their mutual respect and commitment to the students' well-being creates a positive and structured learning environment, where pupils feel engaged and supported. Cover Supervisors also play an integral role in ensuring continuity for our students during teacher absence.

Cover Supervisor Testimonial

'Being a cover Supervisor at Beacon Academy is a rewarding role for anyone interested in education or working with young people.'

The role provides a great opportunity to understand classroom dynamics in many subjects without the responsibility of planning and marking. It would be a good step into education for anyone considering becoming a teacher.

We are a small, supportive team and every day is unique, allowing you to gain a wide understanding of many different subjects and educational areas.

Cover supervisors play a vital role in the school, ensuring students continue to learn and develop their subject knowledge in the absence of their regular teacher.

Building relationships and contributing to students' well-being and education can be rewarding and the role requires a good sense of humour, patience and the ability to communicate with both staff and students.'



Job Description

JOB TITLE	Cover Supervisor
PAY SCALE	Single Status Pay Scale 5
JOB PURPOSE	To supervise students in the absence of the class teacher. The successful candidate will play an important part in the Academy's cover team to support its mission and ethos of realising potential and to be a role model for staff and students.
ACCOUNTABLE TO	HR Officer

Main Duties and Responsibilities:

To supervise students in class to carry out pre-prepared lesson plans ensuring that students remain on task with the work they have been set during teaching staff absence including:

- To set work (including homework) previously prepared by the class teacher or curriculum leader and to follow Academy procedures when guiding students e.g., homework and behaviour;
- To develop curricular knowledge as required by the Academy;
- To apply the Academy's Behaviour policy;
- To undertake registration as required and in-line with Academy Attendance and Registration policies;
- To follow the Academy classroom protocol;
- To accompany staff on educational visits and work under the direction of the trip organiser;
- To undertake exam invigilation when required, maintaining the rules set out by the external examination boards and in-line with Academy policy;
- To observe Health & Safety Regulations at all times;
- To gain experience across all Departments;
- To report any issues to the Head of Department/Head of Year/Assistant Head of Year/Senior Team as appropriate;
- To return work etc. to the class teacher/Head of Department and inform them of the point reached by students;
- To liaise with Teaching Assistants during cover lessons;
- To operate, at all times, within the stated policies and practices of the Academy;
- To establish effective working relationships and set a good example through own presentation and personal and professional conduct;
- To endeavour to give every student the opportunity to reach their potential and meet high expectations.

Job Description *continued*

Performance Management

- Participating in the Academy's arrangements for performance management, professional development and the Academy's arrangements for quality assurance and internal verification;
- Attend relevant CPD opportunities.

Safeguarding

Beacon Academy is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks.

This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the Academy as may be reasonably expected, without changing the general character of the duties or the level of responsibility entailed. This is a common occurrence and would not justify a reconsideration of the grading of the post.

Person Specification

ESSENTIAL	DESIRABLE
<p>Qualifications and knowledge</p> <ul style="list-style-type: none"> • GCSE grade A* to C pass or equivalent or NVQ Level 2 in Maths/numeracy and English/literacy • Right to work in the UK • Understanding the role regarding safeguarding and child protection • Knowledge of a range of strategies to promote good behaviour; • Awareness of confidentiality issues lined to home/student/teacher/school-work; • Knowledge and understanding of the different classroom roles and responsibilities in relation to this post; • Awareness of policies and procedures relating to child protection, health, safety and security, equal opportunities, confidentiality, data protection and other relevant legislation. 	<p>Qualifications and knowledge</p> <ul style="list-style-type: none"> • L3 and/or qualified to degree level and above; • Personal and/or professional development training relevant to this post, including First Aid training; • Ability to understand the aims, content and intended outcomes of teaching and learning in relation to the National and Academy curriculum; • Understanding of principles of child development and learning processes.
<p>Experience</p>	<p>Experience</p> <ul style="list-style-type: none"> • Experience of working in an educational setting; • Experience of working with young people.
<p>Philosophy</p> <ul style="list-style-type: none"> • Working collaboratively with other team members • Equality of opportunity • The responsibility of contributing to whole team effort 	<p>Philosophy</p> <ul style="list-style-type: none"> • An understanding of Academy status • An understanding of SEND as part of the whole curriculum
<p>Skills</p> <ul style="list-style-type: none"> • Ability to manage behaviour of students to promote and maintain order and a calm working environment; • Ability to motivate students; • Ability to develop positive relationships and relate well to children and adults; • Ability to support the processes and procedures for student learning; • Ability to work on own initiative and as part of a team; • Ability to work under pressure; • Ability to manage time effectively and prioritise workloads. 	<p>Skills</p> <ul style="list-style-type: none"> • Demonstrate very good competence in numeracy, literacy and excellent communication skills; • Understanding when to consult, make decisions and defer to others; • Ability to use ICT effectively to support learning.

Person Specification *continued*

Personal Qualities

- A positive outlook, well-motivated, enthusiastic and energetic;
- Commitment to own professional development;
- Self-awareness, empathy and ability to manage feelings in a professional way;
- Commitment to supporting the day-to-day life of the Academy;
- A sense of humour and patience, particularly when facing difficult and challenging situations;
- Ability to work flexibly and in a responsive way;
- Ability to work with tact, discretion and confidentiality;
- An excellent record of punctuality, attendance, reliability and integrity;
- Able to demonstrate resilience, motivation and commitment to driving up standards.

Why work for MARK Education Trust

At MARK Education Trust, our staff are at the heart of everything we do. We are committed to creating a supportive, ambitious and people-centred environment where every colleague feels valued and able to thrive. As part of our dedication to staff wellbeing, professional development and work-life balance, we offer a comprehensive range of employee benefits.

Flexible Working

We offer a flexible working approach wherever possible, supporting colleagues to balance professional responsibilities with personal commitments.

Staff Recognition

We celebrate the contributions and achievements of our staff through trust-wide and school level recognition initiatives.

Pension Schemes

All staff are eligible to join:

- Local Government Pension Scheme (support staff)
- Teachers' Pension Scheme (teaching staff)

Generous Annual Leave

Support staff benefit from a generous holiday entitlement.

Wellbeing Support

All colleagues have access to our Employee Assistance Programme, which includes:

- Free, confidential telephone support
- Face-to-face counselling
- Wellbeing resources and guidance

Staff Voice

We actively seek and value feedback through regular staff surveys and staff forums, to help shape trust policy.

Discounts and Perks

- Eligibility for the Blue Light Card, offering a wide range of national and local discounts.
- Discounted gym membership and exercise classes at Uplands Academy.
- Free parking on site or within close proximity at all trust schools.

Join Our Team

At MARK Education Trust, you will be part of a collaborative, forward-thinking community that is motivated, ambitious, resourceful and knowledgeable - united in supporting the success and wellbeing of our students.



Our Employee Benefits:

- Flexible Working
- Staff Recognition
- Pension Schemes
- Generous Annual Leave
- Wellbeing Support
- Staff Voice
- Discounts
- Free on-site parking



A centre of excellence

Our high expectations and inclusive culture ensure that all students are inspired, challenged and supported to make excellent progress.

Judged by Ofsted to be *Outstanding* in all five inspection categories.
April 2024

Staff Testimonials

Beacon Academy is a friendly, supportive and inclusive place to work. The staff here show a positive commitment to the students who attend Beacon Academy and also to each other in the roles we do. Each member of the team is made to feel as though they fit in at Beacon Academy, with opportunities given to progress in their professional development and in remits they wish to pursue.

I recommend this school to anyone who wishes to work in an open and inclusive environment and who really values their time as a teacher. It will not be wasted at this outstanding school with high values and dedication to the profession.

Teacher of English



Joining Beacon Academy back in September was and will always be a focal point of my career. I have found our colleagues here at Team Beacon to be extremely kind and welcoming which in turn has helped me to feel comfortable and safe here in my new role. I feel like no question is a silly question and I am genuinely valued for my contributions to the community. It is an honour to work here. People are kind to students and students are often kind in return. It is a feeling here like no other and I feel privileged to be a part of this fantastic school.

ECT – Teacher of History

Beacon Academy is like one big family, all staff are supportive not only to the students but also to all of their colleagues whether they be teaching or support staff. The Trust encourages and supports staff in continuing their own educational studies which improves the knowledge of individuals and their departments.

Support Staff

How to Apply

Once again, thank you for your interest in the post of Cover Supervisor.

Please note that applications will be considered as they are received and you are therefore advised to submit your application as early as possible, as some interviews may take place, and an appointment may be made, before the closing date is reached for this position.

If, like us, you are passionate about providing the best possible education for all students in an outstanding school with a culture of high expectations and ambition, please ensure you:

1. Complete the statutory application form. Applications for this post should be made through [My New Term](#)
2. Provide Information to support your application, paying particular attention to the Person Specification. Please include any achievement data that is applicable to the role you are applying for.
3. Provide two references, one of whom must be the Headteacher from your current school or most recent significant employer.

The Academy recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment. Please refer to our Recruitment & Selection Policy which supports our statutory obligation to comply with Keeping Children Safe in Education 2025.

If you wish to arrange a visit or have an opportunity to discuss this post informally, please contact our HR department on:

01892 603000, or email hr@beacon-academy.org



Our Values:

How will **you**
make your **MARK?**

-  **Manners**
-  **Acceptance**
-  **Respect**
-  **Kindness**



How will **you**
make your **MARK?**

-  **Motivated**
-  **Articulate**
-  **Resilient**
-  **Knowledgeable**



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