



Cover Supervisor
September 2026

**The
Boulevard
Academy**



Thank you for enquiring about the position of Cover Supervisor at The Boulevard Academy.

As the newly appointed Headteacher, I feel immensely proud to be working with a talented and dedicated team of colleagues who work tirelessly to support our students and to forge strong links with our families and the wider community. To realise the very best possible experience for our students we are driven to recruit the very best staff ; those who want to harness their skills, experiences, energy and tenacity to get the very best from our students. In return we will offer an environment where there is a strong sense of team and where we will value your well-being, ideas and professional development.

The Boulevard Academy opened in September 2013 and has enjoyed many periods of significant success and growth underpinned by stable leadership. We are hugely ambitious for our pupils and are currently on an exciting improvement journey underpinned by strong support from our own Trust. We are a highly reflective, outward facing school who pride ourselves on working alongside many other highly regarded organisations and leaders nationwide.

I firmly believe that we are here to provide every pupil with the maximum number of keys to the maximum number of doors into their future, irrespective of starting point. I also believe that we are here to provide a positive daily school experience that goes far beyond examination results.

A recent physical expansion has led to increased student numbers and wider specialist provision for specific students.

We welcome visits prior to application.

If you decide that you want to be part of Team Boulevard on its exciting journey then I will look forward to reading your application and meeting with you.

Mr Fenna - Headteacher



Welcome to The Boulevard Academy

Our Mission Statement:

To work with all our students to assist them to develop the high expectations, academic and life skills that will best help them to be successful. Fostering personal confidence and happiness, we will challenge students to take responsibility for building a better world for the next generation.

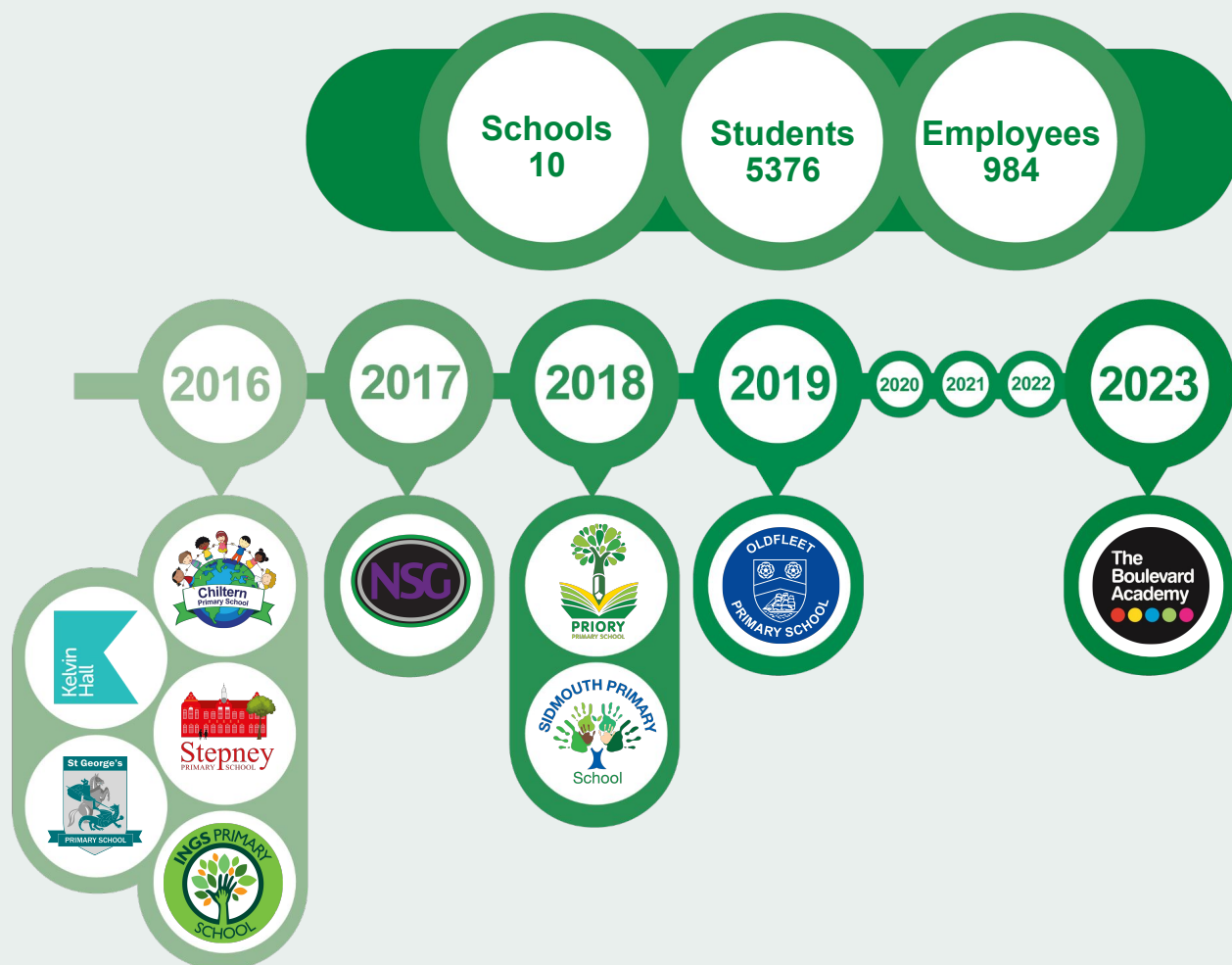
We are one of three secondary schools in a developing Multi-Academy Trust (Thrive Co-operative Learning Trust) that currently consists of 10 schools.



The Boulevard Academy, 75 Massey Cl, Hull HU3 3QT
Tel: (01482) 217898 | Email: jobs@thrivetrust.uk



Our Journey so far...



Our Partners

Our ongoing partnerships with the following organisations



Our partnership with the Reach Foundation is leading us to develop a 'Cradle to Career' model across our three schools in HU3 - and later across the whole of Thrive.



Our recent partnership with C3 Group has brought us closer to achieving our goal of net-zero emissions, reinforcing our pledge to create a more sustainable future for our students, staff, and the wider community.



Yorkshire 100 aims to identify 100 future school leaders and take them on a development journey of peer-led support and cutting edge national and international school development.



Coop Schools provides services and support for the network of cooperative schools, strengthening school improvement and local accountability.

Cover Supervisor
Salary: Grade 6 Point 13-19 (£22,754 - £25,100 actual salary per annum)
Hours: 32.5 hours per week, Term Time + 5 Training Days
Monday - Friday 08:30am to 15:30pm (30 minute unpaid break)
Permanent
ASAP

Thrive Co-operative Learning Trust is a vibrant family of ten schools across Hull – three secondary and seven primary – united by a shared purpose: to inspire pupils to thrive in life. Each Thrive school is a dynamic community of staff, pupils, and families working together to unlock every child's potential.

The Opportunity

The Boulevard Academy is looking to recruit to our Cover Supervisor Team, which works to complement the professional work of teachers by providing the continuation of learning and effective supervision of classes in the absence of the usual teacher. Induction, ongoing training, support, and guidance will be given.

What We Offer

- An inclusive and forward-thinking school within a supportive Multi-Academy Trust
- Opportunities for professional growth through leadership development programmes
- Access to our staff benefits platform, including retail discounts, gym membership offers, and savings schemes such as cycle-to-work
- Membership of the Local Government Pension Scheme

Next Steps

We recognise the importance of a visit when considering an application. Should you wish to have an informal and completely confidential discussion or to arrange a visit, please contact Karen Jude via email at judek@thrivetrust.uk or telephone The Boulevard Academy on 01482 217898 to arrange this.

Closing date: Friday 7th August 2026, 12 noon

Interviews: Week commencing 17th August 2026

As part of Thrive Co-operative Learning Trust commitment to safer recruitment processes and in accordance with statutory guidance: [Keeping Children Safe in Education](#) an online search will be carried out on all shortlisted candidates.

Please note, we do not accept CVs, applications must be submitted using our application form.

Our commitment to Safeguarding: Thrive Co-operative Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Each school has a robust Safeguarding Policy and all staff receive training relevant to their role at induction and throughout their employment.

A candidate's suitability to work with children will be explored at all stages of the recruitment process. The successful applicant will, in accordance with statutory guidance, be subject to a comprehensive pre-employment checking process including receipt of a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS), a Children's Barred List check, a Section 128 Management Check if relevant, Prohibition check and overseas checks as applicable, identity check, medical clearance, proof of qualifications, satisfactory references and a check regarding their eligibility to work in the UK.

This role involves contact with children and provides regular access to children, therefore it is 'regulated activity'. As such, this post is exempt from the Rehabilitation of Offenders Act - 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

Our commitment to equality and diversity: Thrive Co-operative Learning Trust recognises and celebrates the diversity of its schools and their communities. There is a shared commitment across the Trust to develop further a culture of respect, where discrimination is not tolerated, and individuals are treated equitably and fairly and feel a sense of belonging.

Please visit [Thrive Trust website](#) to view our Job Applicants Privacy Notice, which explains how we collect, store, and use personal data about individuals applying for jobs at our school



Job Description

Post Title	Cover Supervisor
Grade	6
Location	The Boulevard Academy
Reporting to	Vice Principal

Purpose of Role

To complement the professional work of teachers by providing cover and supervision for classes of pupils in the absence of the teacher, providing learning activities under an agreed system of supervision, supported by direction from teaching staff/SENCO/Leadership Team in line with school policies and guidance.

This will involve:

- Mainly responsibility for providing cover and supervision for classes of pupils in the absence of the teacher, including the delivery of planned lessons and learning activities to support the progress of pupils.
- Monitoring pupils; assessing, recording and reporting on pupils' achievement, progress and development.
- Additionally you may be asked, where appropriate to act as a tutor, in particular, supporting Literacy and Numeracy development activities for the specific group.
- Should no cover be required, there will be other agreed duties to support the school which may involve supporting pupils primarily with SEN, preparing and delivering learning activities to individuals or groups of SEN

Key Responsibilities

1. To promote and safeguard the welfare of children and young people.
2. To promote the inclusion and acceptance of all pupils within the classroom.
3. Promote a school culture that takes account of the richness and diversity within all areas of the school community.
4. To establish productive working relationships with pupils, acting as a role model and setting high expectations in the learning environment.
5. To cover lessons in the absence of a teaching member of staff for short term absences, delivering pre-planned work in accordance with the teachers instructions.
6. To support departments, teachers, SENCO and the Senior Leadership Team to contribute towards the development and delivery of classroom learning activities.
7. To support all pupils and classes consistently whilst recognising and responding to their individual needs, delivering classroom learning activities.
8. To work with teachers where appropriate, evaluating and adjusting work plans as appropriate including accurate feedback on work where appropriate.
9. Administer and assess routine tests, exams where appropriate.
10. Support planned supervision of pupils around the school site.
11. Supervise pupils on school visits where appropriate.
12. Assist with the supervision of pupil needs and events outside the classroom as required.

1. To encourage pupils to interact and work cooperatively with others and engage all pupils in activities.
2. To promote independence and employ strategies to recognise and reward achievement of self-reliance in our pupils.
3. To act as a tutor where appropriate, setting, maintaining and upholding school standards of punctuality, behaviour, uniform and other relevant areas, applying all school policies consistently.
4. To ensure tutor time is well organised where appropriate, enabling constructive activities to take place including; group discussion and positive group interactions;
5. Supervise all pupils in the classroom, ensuring that work set is completed.
6. Register and record pupil attendance in lessons.
7. Answer pupil queries in regard to learning activities in the classroom.
8. To assist with the supervision of pupils out of lesson times, including before, after school, and at lunchtimes.
9. To support whole school behaviour policy to create a positive climate for learning
10. To support SEN students and their progress as and when required both in and outside the classroom, when requirement to cover is not needed
11. To work flexibly in the interests of the school as required.
12. To participate in school support staff professional development and undertake staff development activities as appropriate, attending any relevant training and/or meetings.
13. To work in a professional manner with integrity, maintaining student and staff confidentiality.
14. Treat people fairly, equitably and with dignity and respect to create and maintain a positive school culture.
15. To comply with the school policies and codes of practice in relation to Health and Safety, Equality and Diversity.
16. Any other duties of a similar nature and level of responsibility as requested by the Headteacher or office manager

Responsibilities for Staff:	None
Responsibilities for Customers/Clients:	Safeguarding and promoting the welfare of children.
Responsibility for Budgets/Financial Resources:	None
Responsibility for Physical Resources:	None

Safeguarding Children

Thrive Co-operative Learning trust is committed to safeguarding and promoting the welfare of our pupils and young people. Each school has a robust Safeguarding Policy and all staff will receive training relevant to their role at induction and throughout employment at the school. We expect all staff to share this commitment. All post holders are subject to a satisfactory Enhanced disclosure from the Disclosure & Barring Service (DBS) and satisfactory employment references, as well as identification and qualification checks which will be required before commencing duties.



		E	D	How Identified
Qualifications	GCSE in English & Maths at Grade C/ 4 or above	✓		AF, QC
	A continued commitment to CPD	✓		
	Qualified to Level 3 or Graduate in a relevant subject OR significant school experience		✓	
	Child Protection Qualification Level 1 or commitment to acquire qualification within the 1st Year	✓		
Relevant Experience	Working with young people both in small and Larger groups.		✓	AF, I, R
	Working with whole school classes		✓	
	Delivering learning activities for school whole classes		✓	
	Delivering learning activities for individuals/groups of specific pupils with additional learning needs.	✓		
	Working in a school environment or similar.		✓	
Skills & Abilities	Motivation to work with children and young people	✓		AF, I
	Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓		
	The ability to work independently and use their initiative	✓		
	Awareness of the importance of confidentiality	✓		
Knowledge	A knowledge and commitment to safeguarding and promoting the welfare of children and young people	✓		AF, I
	An understanding of school curriculum, age related expectations of learners.		✓	
	Knowledge of the key factors affecting the way young people learn.		✓	
	Knowledge of how to raise attainment, achievement and aspirations		✓	

		E	D	How Identified
Interpersonal/ Communication Skills: Verbal Skills	Ability to establish professional, effective working relationships with a range of partners/colleagues and children & young people	✓		AF, I
	Good communication skills	✓		
Written Skills	The post holder should have a good standard of literacy and numeracy.	✓		AF, R, I
Personal Qualities	Have respect for the school's ethos and the ability to project a positive, professional image for the school.	✓		AF, I
	Ability to reach logical conclusions and make high quality reasoned decisions based upon available information	✓		
	Resilience, ability to deal with a large volume of work and heavy demands on one's time	✓		
	The ability to think and plan strategically	✓		
Disclosure & Barring Service	The successful candidate's appointment will be subject to the School obtaining a satisfactory Enhanced disclosure from the Disclosure & Barring Service and Children's Barred list check	✓		DBS
	This post is exempt from the Rehabilitation of Offender Act 1974 the candidate is required to declare full details of everything on their criminal record.	✓		(after short listing)