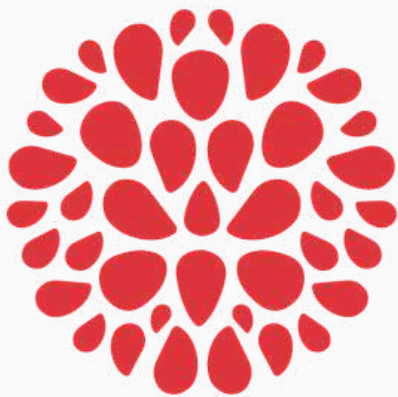




ADVANTAGE
SCHOOLS



THE CHALK
HILLS ACADEMY

WHY WORK FOR US?

ABOUT ADVANTAGE SCHOOLS

At Advantage Schools, we aim to provide all children with the highest quality of teaching of an excellent curriculum, which enables them to become highly educated and active participants of society.

You'll be working alongside an expert team of colleagues within a forward thinking, collaborative and supportive trust.

We provide sector-leading professional development offer and extensive networking opportunities, and excellent opportunities to develop and grow in a successful and expanding trust.

ABOUT THE ROLE AND YOUR APPLICATION

This post would suit a highly motivated individual whose values are aligned with ours. You need to want this school to be the best, full stop.

You will be well supported in developing your competencies as a valued member of our trust wide education team and you'll be working alongside a smart group of friendly and supportive colleagues in order to achieve our ambitions collectively.

To apply, you should include a letter with your application form on no more than two sides of A4, giving your reasons to for applying for the post, addressing information you have read in the pack with particular reference to the person specification and outline any relevant experience you would bring to the trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.

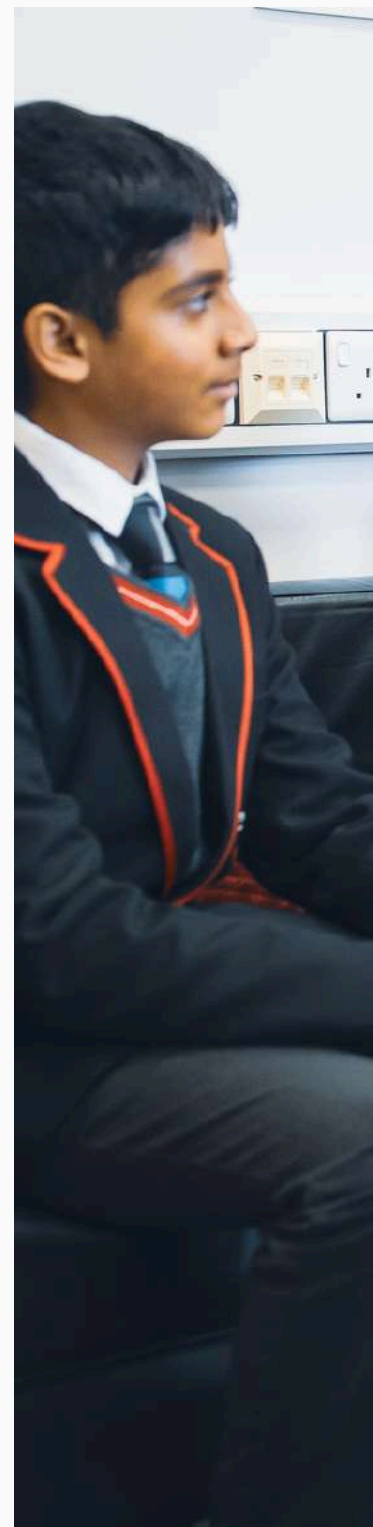
Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on: www.advantageschools.co.uk/join-us/work-for-us

SAFEGUARDING

The safeguarding and welfare of children is paramount and all our staff share this view. Applicants must be willing to undergo safeguarding and child protection checks including with past employers and the Disclosure and Barring Service.

ABOUT THE CHALK HILLS ACADEMY

- £35 million state of the art building with well-equipped classrooms, in an Ofsted rated 'Good' school.
- Unparalleled CPD opportunities catered to your development needs
- Excellent opportunities to develop and grow in a successful and expanding academy
- Employee of the month scheme, winning shopping vouchers
- Fantastic staff benefits that make a difference to your work-life balance
- An academy 'Social and Wellbeing' team.



WHAT OUR STAFF SAY

LEARNING SUPPORT ASSISTANT

My favourite part of the job is working with such a diverse, motivated and responsive group of learners. Seeing the pupils progress both in their learning and personal development, giving them the confidence to transfer their newly acquired skills into further learning, is the most rewarding thing anyone can do.

MIDDLE LEADER

At The Chalk Hills Academy, every single child matters and every single child's future matters. Working with such a fantastic team of teaching colleagues, prepared to step in and deliver outstanding teaching to every single child matters; to give every single child that chance of a future full of opportunities.

INTEGRITY, AMBITION, EXCELLENCE

Welcome to Advantage Schools; a high-performing family of ten schools.

We unashamedly believe in high attainment. Our schools seek to transform the life-chances of the young people in our care. We do this through very high expectations – of behaviour and conduct, of hard work and of determination and perseverance – alongside the very best knowledge-based curriculum.

At Advantage Schools, we commit to ensuring that pupils will be able to learn in an environment that is free from disruption so that they can chase their dreams and fulfil the aspirations they share with parents and colleagues. A broad curriculum places pupils in a strong position to question and debate the world around them, making them intellectually resilient and prepares them for citizenship in a democratic society. We believe this is a right of all pupils and one which is empowering.

We also pride ourselves on the additional opportunities available to pupils outside of the classroom. Our extensive extra-curricular programmes include residentials, sports and music so that we develop well-rounded young people.

Our schools work together to provide teachers and support staff with the best possible training. In partnership with families, we work hard to ensure that pupils have the widest possible opportunities in their lives.

Our schools' doors are open in every sense:

- we are in the centre of our communities, inviting them in regularly and celebrating the richness of our local area and those we serve;
- we collaborate with other professionals and schools, sharing our work to benefit pupils across the country;
- we celebrate what we do while maintaining humility in accepting feedback so that we can continue to improve.

We run our schools in the best interests of the pupils, guided by our principle that *"it must be good enough for our own children or those that we care deeply about to be good enough for our pupils"*.

"Educating children, serving the community, achieving exceptional outcomes."

Stuart Lock
Chief Executive





TEACHING & LEARNING AT THE CHALK HILLS ACADEMY

At The Chalk Hills Academy we have defined what excellence looks like and the behaviours required to achieve it. Our lessons consist of 5 parts, providing consistency and structure. A clearly thought-out lesson has set steps that need to be achieved, with parts in between to be filled with more knowledge through scaffolding and challenge. Engaging with pupils about expectations, content and outcomes also helps to boost pupil confidence in the current subject or topic.

At Chalk, we believe in teaching in bite-size chunks and checking for understanding throughout. We deploy various Assessment for Learning techniques to assess pupils' understanding of what has been taught. This includes question and answer and formative verbal and written feedback, including 'live marking'. We conduct regular re-cap quizzes to help pupils recall previously taught key objectives and memory content. This is done primarily during lesson starters.

We know that homework develops study habits and independent learning. At Chalk, pupils are expected to do homework in order to rehearse core knowledge. This can be tracked and monitored, not only by teachers, but also by parents and carers.

Our explicit teaching of effective study strategies prepares pupils for the requirements of independent study and revision as they progress higher up the school and beyond. Out of hours preparation sessions and the Homework Club allow pupils to study in focused environments with access to print and electronic resources. Assessment information is used to set challenging work and ambitious targets for pupils to track their progress over time, to report to parents, and to shape specific interventions for anyone who may fall behind.

We have a Teaching & Learning Team which includes Lead Practitioners who provide training and support to teachers at all levels, not because our teachers are not excellent already, but because we know we can always improve. We are research-informed and we prioritise sharing best practice and principles of high-quality teaching. Leaders at The Chalk Hills Academy are passionate about teaching and learning, teachers at The Chalk Hills Academy are passionate about their subject and pupils at The Chalk Hills Academy therefore develop the same passion for their subjects and for their journey of life-long learning.

ADVANTAGE SCHOOLS VALUES



INTEGRITY, AMBITION, EXCELLENCE

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve the very highest standards.

At Advantage Schools, we provide exceptional opportunities for all to be knowledgeable with experiences that broaden horizons. We ensure our children, pupils and adults cultivate a strong self-belief so that they can flourish and develop into successful, well-rounded, self-respecting people.

Our commitment to this vision can be demonstrated by our values.

INTEGRITY

We provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be.

We act honestly and transparently, advocating for pupils even when this causes difficulties.

We work together to share innovative practice and to provide a wealth of opportunities for all pupils and staff.

We focus on the development of all our colleagues through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression.

AMBITION

We provide exceptional lessons enabling our pupils to be highly successful.

We share the most impactful approaches to teaching, curriculum and assessment, ensuring an interesting, inclusive and challenging education is on offer in each of our schools.

Our aim is to guarantee excellent 2-19 provision, with clear progression routes for all. You can expect excellent behaviour and conduct at all times, allowing all to make progress and achieve.

EXCELLENCE

We enable all of our pupils to develop and flourish, through close working and regular communication with our families and local community.

Our Cross-Trust focus is to ensure children are supported to meet ambitious targets and to provide exciting opportunities both inside and outside of the classroom.

STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. From an extensive **Wellbeing package**, to an onsite car wash, you can be reassured that we have your best interests at heart.



Whole trust training events



Free eye test vouchers



Refer a friend £500 bonus scheme



Staff recognition with reward shopping vouchers



Enhanced pension employer's contribution & death in service payment



Green car salary sacrifice scheme



Support for all staff with an experienced licensed counsellor



Cycle to work scheme

EDUCATIONAL PARTNERSHIPS



CAREER PROGRESSION

At Advantage Schools, we are committed to helping every colleague grow, thrive, and achieve their full potential. Supporting career progression is at the heart of what we do.

To empower our staff, we provide fully funded opportunities to study for NPQs, along with tailored middle leader training for eligible colleagues.

Additionally, we offer a wide range of CPD training through various partnerships and platforms, giving all staff access to an extensive selection of professional development courses.

Join us and take your career to the next level with our exceptional development opportunities!



All colleagues have access to Perkbox, our Employee Benefits Programme, offering them a huge range of perks from vouchers, hot drinks, cinema tickets, gym classes and so much more. It also offers a substantial **wellbeing package**.



MEDICAL

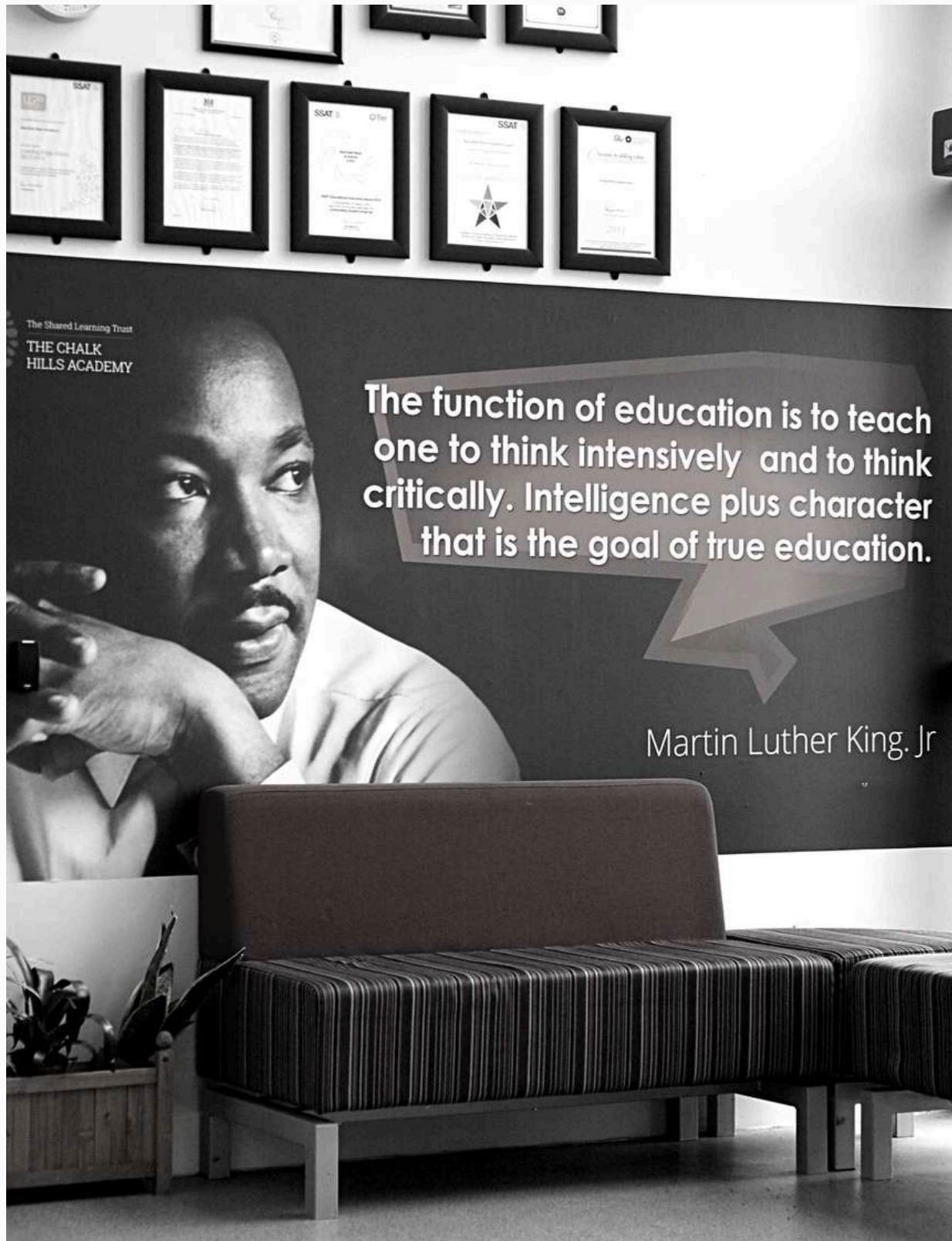
Perkbox also provides 24/7 access to GP appointments, confidential support and guidance through the Employee Assistance Programme.

Colleagues have access to a team of fully qualified counsellors and advisors, with support for a range of emotional, legal and financial issues, along with a wellbeing portal, full of resources and videos

RECRUITMENT BOOKLET



THE CHALK
HILLS ACADEMY



The Shared Learning Trust
THE CHALK
HILLS ACADEMY

The function of education is to teach
one to think intensively and to think
critically. Intelligence plus character
that is the goal of true education.

Martin Luther King. Jr

SEE MORE AT

WWW.ADVANTAGESCHOOLS.CO.UK

Lunchtime Midday Supervisor

We are seeking an enthusiastic and committed Midday Supervisor to join our dynamic and experienced team and supervise pupils during the lunchtime period, ensuring their safety, general welfare, and good behaviour at all times. This includes supervising students as they move to and from lessons, ensuring safe and orderly movement through corridors, and maintaining clear, student-free corridors, particularly on the first floor in line with school expectations.

We are looking to recruit a Lunchtime Midday Supervisor that has the right attitude and will represent our positive 'can do' ethos that runs through our Academy.

Key Duties

- Supervise students to ensure an orderly and safe departure and transitions from lesson to lunch period.
- Assist with the supervision of students at the end of the PM lunch break for both KS3 and KS4.
- Support and guide students in clearing corridors promptly and moving to lessons in an orderly manner.
- Monitor student behaviour and wellbeing during transition times.
- Report any concerns regarding student behaviour or wellbeing to the Lead Duty Supervisor, members of the Senior Leadership Team (SLT), and safeguarding leads in a timely manner.
- Work collaboratively with colleagues to safeguard and promote the welfare of children, in line with school policies and procedures.
- Use the school radio appropriately during duties to communicate effectively with staff, report incidents, and respond promptly to requests or emergencies.

The ideal candidate will have

- Previous experience working with children ideally within an educational setting
- Ability to communicate clearly and positively with children and staff
- Basic skills in managing behaviour, encouraging good conduct, and resolving minor conflicts
- Being approachable, fair, calm and consistent when dealing with students
- Ability to supervise children safely during lunch and playground time
- Awareness of basic safeguarding principles (keeping children safe, recognising concerns, following school policies)
- Understanding knowledge and commitment to Safeguarding and Equality and Diversity.

JOB SPECIFICS

Start Date: September 2026

Salary: AS 2-3 FTE £24,723-£25,105, actual pro rata £4,348- £4,416

Job Role: Fixed term until July 2027, Term time plus INSET days, Part time, 7.5 hours per week, Monday to Friday 12:15pm to 1:45pm

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.

JOB DESCRIPTION

Job Title: Midday Supervisor

Responsible to: Principal

Working Hours: Monday – Friday 12:15pm – 1:45pm (1.5 hours per day, 7.5 hours per week) Term Time plus INSET training day

Salary: AS 2-3

Main Purpose of the Role

To supervise pupils during the lunchtime period, ensuring their safety, general welfare, and good behaviour at all times. This includes supervising students as they move to and from lessons, ensuring safe and orderly movement through corridors, and maintaining clear, student-free corridors, particularly on the first floor in line with school expectations.

The role also includes supporting pupils as they transition back into the classroom after lunch, helping to maintain a calm and orderly learning environment.

To work effectively with colleagues to safeguard and promote the welfare of children in line with school policies and procedures.

Role and Responsibility

- Supervise students to ensure an orderly and safe departure and transitions from lesson to lunch period.
- Assist with the supervision of students at the end of the PM lunch break for both KS3 and KS4.
- Support and guide students in clearing corridors promptly and moving to lessons in an orderly manner.
- Monitor student behaviour and wellbeing during transition times.
- Report any concerns regarding student behaviour or wellbeing to the Lead Duty Supervisor, members of the Senior Leadership Team (SLT), and safeguarding leads in a timely manner.
- Attend and participate in relevant training to support effective performance in the role.
- Maintain confidentiality at all times in relation to school matters, ensuring that sensitive and personal information is not disclosed inappropriately.
- Work collaboratively with colleagues to safeguard and promote the welfare of children, in line with school policies and procedures.
- Use the school radio appropriately during duties to communicate effectively with staff, report incidents, and respond promptly to requests or emergencies.
- Wear a high-visibility (Hi-Vis) vest at all times while on duty to ensure you are easily identifiable and to promote safety across supervision areas.
- Undertake any other duties of a similar level and responsibility as may be reasonably required from time to time.



The Chalk Hills Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The successful applicant will be required to undergo appropriate safeguarding checks, including an enhanced Disclosure and Barring Service (DBS) check. Online checks will be carried out in line with statutory guidance. References will be obtained prior to appointment, and the role is subject to satisfactory pre-employment checks in accordance with ***Keeping Children Safe in Education***.

PERSON SPECIFICATION

	ESSENTIAL SKILLS	DESIRABLE
Professional:		NVQ Level 2 or 3 in childcare / play work or equivalent
Experience:	Experience of working with children.	Good organisational skills and observational skills
Skills, Knowledge and Aptitude:	- Excellent communication skills – ability to communicate effectively with children and adults - Patience and resilience - Knowledge of how / when best to intervene in children’s play and socialising to create a happy and safe environment - Team working experience and attitude - A knowledge and understanding of health and safety standards and best practice	- First Aid qualification - Knowledge of effective strategies for behavior management with children - Good knowledge and understanding of equal opportunities and Special Educational Needs - A knowledge and understanding of the requirements of Safeguarding Children and Vulnerable Adults in the education sector as applicable to this role
Personal:	- You will need to be passionate about all aspects of childcare and education - Bring new ideas to the role - You will need to have a caring and dynamic approach	
Demonstrate a commitment to:	- Promoting the Academy’s vision and ethos - Equal opportunities and inclusion - Safeguarding and promoting the welfare of children - Continued professional development of self and others - Working in partnership with all those involved in the life of the academy and particularly to developing full and active parental involvement - Further developing the role of the Academy within the wider community including other schools - Ensuring the health and safety of all of our community within the school context	