



# Harrold Primary Academy

## Midday Supervisor

### Recruitment Pack





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## About Harrold Primary Academy

I am delighted and to welcome you to Harrold Primary Academy. Harrold is a happy, caring and supportive school at which we are extremely fortunate to have a spacious school site with a Library, Science lab and Food Technology room. We have a team of dedicated staff who work hard to deliver exciting, engaging and enjoyable lessons for our children, and we are excited at the prospect of you joining our community.

We are a small, single-form entry primary school, serving children from Reception to Year 6 in the village of Harrold and the surrounding areas. Having been inspected by Ofsted in October 2023, we are proud to have received a 'Good' rating from the inspectors. It was highlighted that our pupils 'are polite and build positive relationships with each other and with staff. Pupils know that staff will help them with any of their worries or issues.'

Our vision is that every child has the right to a high-quality of learning, where they are treated with respect in a safe and stimulating learning environment. Children actively participate in learning by demonstrating a sense of readiness, where they take responsibility for themselves and the school environment. We help to build resilience in all our children by ensuring that the learning that they experience is a stepped approach with appropriate scaffolding and modelling in place to secure and build improved independent learning.

We are thrilled to be part of Meridian Trust and our school is guided and supported by its ethos and values.

The core of this philosophy is:

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

We believe that close cooperation between home and school is essential, and we aim to keep parents as informed as possible about the progress being made by their children and ways in which they can support their children's learning.

When children leave Harrold, they are well-equipped to continue achieving throughout secondary school and beyond and we look forward to welcoming you to Harrold Primary Academy to continue your career.

### Our Core Values

#### We are Respectful

We have respect for ourselves and to each other, by using polite words and manners

#### We are Responsible

We take pride in looking after and caring for our community

#### We are Ready

We are ready and prepared to learn

#### We celebrate our differences and value one another



Valuing People



High Quality Learning Environment



Pursuit of Excellence



Extending the Boundaries of Learning



Achievement for all



## A Brief History

Meridian Trust, formerly known as Cambridge Meridian Academies Trust (CMAT), is a values-led Trust that 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 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.



Valuing People



High Quality  
Learning  
Environment



Pursuit of  
Excellence



Extending the  
Boundaries of  
Learning



Achievement  
for all



## 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:



Valuing People

Engaged, developed, supported, and consulted.



High Quality Learning Environment

Experts who strive for continual development. Collaborative networks, trusted to deliver.



Pursuit of Excellence

Set ambitious goals and model what success looks like. Eager to improve.



Extending the Boundaries of Learning

Make connections, provide opportunities. Generous and sharing of knowledge and expertise.



Achievement for all

Are accountable for the outcomes we contribute towards and strive for the very best.



Valuing People



High Quality Learning Environment



Pursuit of Excellence



Extending the Boundaries of Learning



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:** 20/03/2026

**Interviews:** TBC

### Applying:

For any questions about the application process please contact: Kyla Murray, HR Officer at [kmurray@meridiantrust.co.uk](mailto:kmurray@meridiantrust.co.uk)

*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.*



Valuing People



High Quality Learning Environment



Pursuit of Excellence



Extending the Boundaries of Learning



Achievement for all

## JOB DESCRIPTION AND PERSON SPECIFICATION

|                        |                         |
|------------------------|-------------------------|
| <b>Job Title:</b>      | Middy Supervisor        |
| <b>JD Reference:</b>   | STD ED 25               |
| <b>School/Academy:</b> | Harrold Primary Academy |
| <b>Weeks:</b>          | 38 Weeks                |
| <b>Hours of work:</b>  | 5                       |
| <b>Salary:</b>         | Grade 3                 |
| <b>Responsible to:</b> | Cover Manager           |

|                            |   |
|----------------------------|---|
| <b>Role:</b>               | Supervise children during the lunch and break periods.  |
| <b>Purpose of the job:</b> | Ensure the security and care of pupils of the school and to promote their social development during the lunch period. |

### **Responsibilities and Accountabilities:**

- Supervise pupils, during the lunch periods, in dinner queue in the dining hall, playground areas and school premises, ensuring the safety, welfare, physical and mental well-being of pupils and the maintenance of good order and discipline.
- Report to the Cover Manager at beginning of the lunch period and receive any instructions regarding duties.
- Monitor the behaviour of pupils discouraging positively any anti-social behaviour and reporting any incidents to the Cover Manager as appropriate.
- Ensure the safety and wellbeing of children, providing emotional support where necessary.
- Arrange and supervise appropriate activities under the direction of the Cover Manager.
- Ensure that all pupils who suffer any injury or accident are dealt with appropriately following the school's agreed procedures. (Call for first aid assistance as necessary)
- Supervise pupils on the school premises in the hall, classrooms, on stairs and through corridors, when they are not allowed outside because of inclement weather.

### **Support for School/Academy/Place of work:**

- Participation in staff events by arrangement.
- Attend Staff Meetings as needed.
- 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 information under General Data Protection Regulations.

**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.
- Work/operate all plant and machinery within Health and Safety and other legal regulations, including risk assessments.
- Physically able to perform tasks set out in this job description.
- Contribute to the maintenance of a safe and healthy environment.

**Continuing Professional Development:**

- In conjunction with the line manager, take responsibility for personal and professional development, keeping up to date with research and developments related to school/academy/place of work efficiency, which can contribute to improvements in the daily running of the Trust.
- Participate in the annual appraisal system.
- 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.

**Child Protection and Safeguarding**

- The post holder will have a shared responsibility for safeguarding all children and young people. The post holder also has an implicit duty to promote the welfare of all children and young people.
- Inform the Child Protection Officer of any issues relating to the safety and well-being of students.

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.

The post holder will undertake any other duties commensurate with the grade of the post, in consultation with the line manager.

***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/>Midday Supervisor</b> |   | Assessment Key:<br>A = Application Form<br>I = Interview |                  |                   |
|---|---|--|------------------|-------------------|
| <b>Education and Qualification</b>                  |   | <b>Essential</b>   | <b>Desirable</b> | <b>Assessment</b> |
| 1   | Good educational background with GCSE or equivalent in the English Language                       | ✓  |                  | A                 |
| <b>Experience</b>                                   |   | <b>Essential</b>   | <b>Desirable</b> | <b>Assessment</b> |
| 2   | Experience in supporting children   | ✓  |                  | A/I               |
| <b>Knowledge and understanding</b>                  |   | <b>Essential</b>   | <b>Desirable</b> | <b>Assessment</b> |
| 3   | Understanding of the education system   |  | ✓                | A/I               |
| 4   | Understanding how children learn  |  | ✓                | A/I               |
| 5   | A sound grasp of the concept of inclusive practice  |  | ✓                | I                 |
| 6   | Knowledge of the concept of confidentiality   | ✓  |                  | I                 |
| 7   | Awareness of child protection issues  | ✓  |                  | I                 |
| 8   | First aid certificate   |  | ✓                | A                 |
| <b>Skills and abilities</b>                         |   | <b>Essential</b>   | <b>Desirable</b> | <b>Assessment</b> |
| 9   | Ability to use language and other communication skills that children can understand and relate to | ✓  |                  | I                 |
| 10  | Ability to contribute to team meetings and contribute ideas                                       | ✓  |                  | I                 |
| <b>Personal Qualities</b>                           |   | <b>Essential</b>   | <b>Desirable</b> | <b>Assessment</b> |
| 11  | Willingness to undergo further training and development   | ✓  |                  | I                 |

|                         |   |                  |                  |                   |
|-------------------------|---|------------------|------------------|-------------------|
| 12                      | Positive and enthusiastic approach toward work                    | ✓                |                  | I                 |
| 13                      | Ability to act on own initiative                                  | ✓                |                  | I                 |
| 14                      | Kindness and empathy towards students and colleagues              | ✓                |                  | I                 |
| 15                      | Ability to work as part of a team effectively                     |                  |                  | I                 |
| <b>Child Protection</b> |   | <b>Essential</b> | <b>Desirable</b> | <b>Assessment</b> |
| 16                      | Support the Academy policies on safeguarding and child protection | ✓                |                  | A/I               |
| <b>Other</b>            |   | <b>Essential</b> | <b>Desirable</b> | <b>Assessment</b> |
| 17                      | The flexibility of working hours                                  | ✓                |                  | A/I               |