



# Application Pack

Nursery Lunchtime Supervisor



<b>Job Title</b>	Nursery Lunchtime Supervisor
<b>Salary &amp; Grade</b>	G2 SCP2 actual £4,128 (FTE £24,413)
<b>Contract</b>	7 hours 30 mins, 5 days, 11.30am – 13.00pm, permanent
<b>Reporting to</b>	Executive Headteacher / Head of School
<b>Start Date</b>	ASAP

## Dear Applicant

Thank you for your interest in the role of Nursery Lunchtime Supervisor.

An exciting opportunity has arisen at Lee Brigg Infant and Nursery School, to appoint a highly motivated and committed Lunchtime Supervisor to join our superb Nursery team, as part of our 30 hour wraparound provision.

Lee Brigg Infant and Nursery School is an outstanding school. We are a proud member of Waterton Academy Trust, joining in 2015. As a growing organisation - consisting of pre, infant, junior and primary schools - Waterton Academy Trust's main aim is to ensure all children receive the education that they deserve, and Lee Brigg is very proud to be part of this.

At Lee Brigg, we work hard to provide a supportive and stimulating environment where every child can reach their full potential and where children can develop independence, confidence, self-esteem, and a lifelong love of learning. We have high expectations and seek to impart in all our children a strong sense of responsibility for their own behaviour, and a respect for the rights of others.

We look forward to receiving your application.

Warm Regards,

Luke Welsh  
Executive Headteacher

## About Us

Waterton Academy Trust is a thriving and values-led partnership of schools committed to giving every child the best possible start in life.

Established in 2014 with Walton Primary Academy as its founding member, the Trust has grown steadily and strategically, guided by a strong moral purpose and a deep understanding of the communities we serve. We

believe that **success is a shared experience** — every learner, every member of staff, and every school should flourish, together.

By the end of 2026, we expect to support more than 4,000 pupils across our schools, with a dedicated team of over 600 staff and an annual turnover approaching £28 million.

Our growth has not been about size alone - it reflects the strength of our educational offer, the diversity of our provision, and the depth of our partnerships.

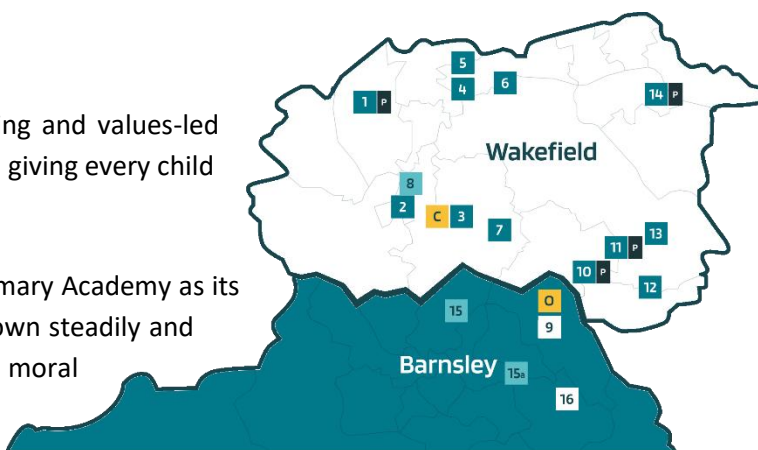
We work across two key regions - Wakefield and Barnsley - and are proud to be seen as a trusted and collaborative presence within the wider education system. All our schools are primary-phase, and collaboration sits at the heart of how we work. Our Trust continues to grow, with King's Oak Primary joining us in September 2025, and two other schools in the pipeline for growth.

In response to local need, our first independent special academy—Newstead Academy opened in Barnsley in 2023 and has already grown to include a satellite site based at Hunningley. Building on this success, we are preparing to open a new specialist setting - Hammer Lane Academy - in Wakefield in September 2025. These developments are a testament to our commitment to inclusive education and our ability to work alongside local partners to meet the needs of all learners.



We also know that a great start in education begins early. That's why we've expanded our offer to include four pre-school settings, with plans for further growth.

If you share our belief that all children deserve the highest-quality education and want to be part of a forward-thinking, people-centred organisation, we'd love to hear from you.



### Our Locations

#### Waterton Offices

C - Centre for Excellence  
O - Operations Office

#### Waterton Schools

- 1 - Wrenthorpe Academy
- 1p - Wrenthorpe Pre-School
- 2 - Sharlston Community School
- 3 - Walton Primary Academy
- 4 - Normanton Junior Academy
- 5 - Lee Brigg Infant and Nursery School
- 6 - Normanton Common Primary Academy
- 7 - Crofton Infant's School
- 8 - Hammer Lane Academy
- 9 - Churchfield Primary School
- 10 - King's Meadow Academy
- 10p - The Meadow Pre-School
- 11 - West End Academy
- 11p - The Woodland Pre-School
- 12 - South Kirkby Academy
- 13 - Ackworth Mill Dam School
- 14 - Cherry Tree Academy
- 14p - Cherry Blossom Pre-School
- 15 - Newstead Academy
- 15a - Hunningley Academy
- 16 - Kings Oak Primary



## Our Vision and Values

The Trust is proud of its shared vision and values, which are embedded across all aspects of our work.

This vision—centred on collaboration, aspiration, enjoyment, and equity—guides our actions and unites our schools in a common purpose. We aim to create a culture where success is a shared experience, every child enjoys a rich and relevant curriculum, and all pupils are supported to achieve their full potential, regardless of background.

Candidates interested in joining the Trust are encouraged to explore our vision and values to ensure they align with their own ethos and long-term aspirations.





## About The School



On behalf of all the children, staff and the Academy Standards Committee at Lee Brigg Infant and Nursery School, I would like to thank you for your interest in applying for this position and I am delighted to be able to write to you as the Executive Headteacher of our school.

My priority as Executive Headteacher, with the support of my Head of School, is to ensure that Lee Brigg continues to be a beacon of excellence within Waterton Academy Trust, as well as the local community, making the necessary improvements and developments to ensure success is shared by **all**.

In order to do this, I need the best staff in Wakefield and I'm on the lookout for a Lunchtime Supervisor who **wants** to work at our school! Is that you?

Lee Brigg has gained a reputation for excellence that is best evidenced in the outcomes that pupils achieve across all aspects of school life. Pupils consistently achieve high standards. For the last three years, outcomes for our pupils have been significantly higher than the national average, both in the Early Years Foundation Stage and Key Stage One. This is because learning progress and childhood are equally valued.

We encourage our pupils to shine as individuals and work hard to achieve their learning potential. Our strong tradition of success is built on a firm foundation of personalised pastoral care, ensuring a climate for learning that is calm, well-ordered and secure. We recognise the hard work and efforts of pupils in their lessons and their learning and positive recognition of pupils and staff is at the heart of our approach.

Lee Brigg School is a school that is committed to providing a stimulating, creative environment so that all our children enjoy learning, make outstanding progress and reach their full potential. We work relentlessly hard to provide a supportive and stimulating environment where children can develop independence, confidence, self-esteem and a lifelong love of learning.

I strongly believe achievement and enjoyment go hand in hand and I'm looking for a Nursery Lunchtime Supervisor who will continue to fully support our high expectations in all areas; only the best is good enough for our children and we are looking for a quality first practitioner who wants to meet the needs of all our learners. As a parent myself, I am very much aware of the responsibility myself and the staff have in ensuring that the highest standard of teaching and learning is evident in all areas and that all our children continue to receive a consistently good or better education, and I will always remain resolute with this mission.

If you like the sound of our wonderful school, then we would love to hear from you! please come and look around, meet the team and see if we're right for you; if we are, we will definitely welcome your application. Being a Headteacher is the best job in the world and appointing outstanding staff to my school is a real joy!

So, if you wish to work in an outstanding school with an exceptionally caring and supportive atmosphere, with an outward facing leadership team, then we look forward to your application.

Kind Regards,  
**Mr Luke Welsh**  
Executive Headteacher







Lee Brigg Infant & Nursery School opened as an academy on October 1st 2015 and is a member of the Waterton Academy Trust. The school is for pupils aged 3 - 7 years and proudly serves the Altofts and Normanton district of Wakefield.

The school has a 52-place nursery offering morning or afternoon learning sessions of 3hrs. There is a 45 pupil admission limit in the reception year, year one and year two.

At Lee Brigg Infant School we are constantly striving to provide high quality learning opportunities which engage, challenge and inspire all our pupils.

We have dedicated, professional staff who are committed to offering pupils a successful and happy time at school. Lessons are planned to give children the chance to be curious, reflective and take risks. This allows them to develop resilience. Outstanding teaching and our language rich and diverse curriculum, provides both challenging and collaborative learning opportunities that widen children's horizons, raise aspirations and shows children what they can achieve.

Whilst supporting our pupils to be the very best learners, the development of our community is also an extremely important feature of our work. It is Lee Brigg's key priority to ensure that we have a very positive relationships with parents and carers in order to fully support the learning of all young children. We value our close partnerships with parents and are committed to being part of the local community.



**"Working at Lee Brigg is a like being part of a family. Everyone supports and helps each other. We get to know each and every child and their families."**

## Our Pupils

Waterton Academy Trust serves communities with some of the highest levels of deprivation in the region, and in the country. In response, we place children's well-being, voice, and enrichment at the very heart of our work. We believe that every pupil, regardless of background, should feel the full benefit of belonging to a trust that puts their experience of school first.

Pupil voice is not just encouraged - it's embedded in our decision-making. Our elected Children's Parliament meets regularly with the CEO and Headteachers, sharing their views and shaping priorities for improvement. Their efforts were recognised nationally, receiving a letter of commendation from former Prime Minister Theresa May.

Beyond the classroom, we create rich and joyful experiences that promote creativity, confidence, and healthy living. Our roaming art gallery, Waterton's Got Talent, and Waterton Young Chef of the Year celebrate the diverse talents of our pupils, while our annual MATlympics and extensive sports offer promote inclusion, teamwork, and well-being.

These experiences are not just events; they are integral to our mission—ensuring that every child in a Waterton school is heard, celebrated, and empowered to thrive.

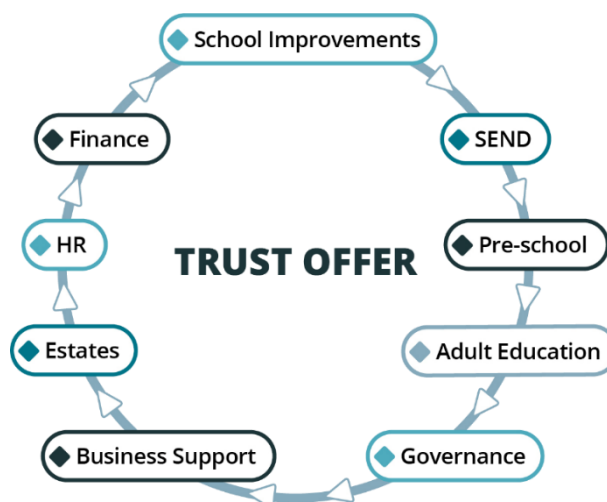


## Trust Offer

At Waterton Academy Trust, we are proud to provide a consistent, high-quality offer that enables every school - regardless of size, Ofsted rating, or context - to thrive. Our Trust Offer ensures that all academies benefit from the same comprehensive package of educational and operational support, tailored to meet individual school needs while remaining accessible to all.

This offer is underpinned by our belief that school leaders should be able to focus their time and energy on what matters most: delivering excellent teaching and learning. By reducing operational burdens and providing high-quality, evidence-informed school improvement support, we create the conditions in which pupils and staff can flourish.

Our investment in a strong and expert central team means that every school can draw upon specialist support in areas such as safeguarding, governance, curriculum, finance, HR, IT, estates, marketing, and data protection. This support is complemented by access to legal advice and professional development, including high-impact CPD, leadership development, and coaching.



The Trust Offer is more than a service package - it's a reflection of our values. It supports excellence, equity, and collaboration across all Waterton schools, enabling leaders to deliver the very best for their pupils, every day.

**To read about impact in 2025, please read our annual report to stakeholders on the Trust website.**

<https://www.watertonacademytrust.org/academies/trust-performance/>



## Job Description – Lunchtime Supervisor

<b>Job Title</b>	Lunchtime Supervisor (Nursery)
<b>Reporting to</b>	Executive Headteacher/Head of School
<b>Grade</b>	Grade 2

<b>Main Purpose</b>	To assist with the supervision of pupils during lunch time periods.
<b>Key Responsibilities</b>	<ul style="list-style-type: none"> <li>• To supervise children during meal breaks and to cut up food where appropriate.</li> <li>• To collect dinner tickets where necessary.</li> <li>• To supervise queues waiting to enter the dining areas.</li> <li>• To supervise children during meal breaks to ensure their welfare and safety is utmost and that good conduct is maintained at all times.</li> <li>• To supervise all areas both inside and outside where pupils congregate during lunch time.</li> <li>• To check that all pupils return to their classrooms.</li> <li>• To report all accidents to the Headteacher/ Class Teacher/ Senior Supervisor.</li> <li>• To ensure that persons on the premises who are not pupils are authorised.</li> <li>• To refer any cases of unacceptable behaviour to the Headteacher/ Senior Supervisory Assistant.</li> <li>• Supervise children when washing hands prior to the meal being eaten and assist children to put their coats on</li> <li>• Ensuring children's plates are clean and neatly stacked away.</li> <li>• Cleaning up spillages within the dining area.</li> <li>• Attend to children who are ill during lunch time - as and when required.</li> <li>• Report any problems to Senior Supervisor/ Headteacher.</li> <li>• Other duties commensurate with the grade of the post as directed by the Headteacher.</li> </ul>
<b>Expectations of All Employees</b>	<ul style="list-style-type: none"> <li>• Represent and promote Waterton Academy Trust values internally and externally</li> <li>• Ensure that all stakeholders receive an excellent customer service experience in all dealings with you and with Waterton Academy Trust</li> <li>• Deliver your day-to-day duties consistently with the agreed service level</li> <li>• Actively promote and act, at all times, in accordance with Trust policies, e.g. Code of Conduct, Health and Safety, Equal Opportunities and Safeguarding</li> <li>• Make a commitment and contribution to the overall ethos and values of the trust, upholding these in all activities connected with the role</li> <li>• Undertake other duties commensurate with the job level</li> <li>• Promote high standards of personal professional conduct in accordance with the Trust Employee Code of Conduct</li> </ul>

<b>Additional Information</b>	The duties and responsibilities highlighted in this Job Specification are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis.
<b>Customers and Clients</b>	Pupils at the school – looking after the welfare and discipline over the whole of the lunch break.
<b>Working Conditions</b>	<p>The nature of the post may involve some ongoing physical effort for long periods e.g. standing or walking, awkward postures, pushing/pulling, lifting/carrying</p> <p>The post involves contact with people which through their circumstances or behaviour occasionally places emotional demands on post holder.</p> <p>Outdoor working conditions in dry weather &amp; indoor working conditions in wet weather.</p>
<b>Characteristics of the Post</b>	<p>Employees are encouraged to participate in training activities in order to enhance their own personal development.</p> <p><b>The employment checks are required:</b></p> <ul style="list-style-type: none"> <li>• Evidence of entitlement to work in the U.K.</li> <li>• Evidence of essential qualifications – see job specification</li> <li>• Two satisfactory references</li> <li>• Confirmation of medical fitness for employment</li> <li>• Registration with appropriate bodies (where applicable)</li> </ul> <p>The following employment checks are required for those positions which are based in a school or working with vulnerable young people and adults: Evidence of a satisfactory safeguarding check e.g. DBS check at the relevant level.</p>

## Person Specification – Lunchtime Supervisor

AF: Application Form

OT: Occupational Task

CQ: Certificates/Qualifications

I: Presentation

I: Interview

R: Reference

Qualifications	Essential	Desirable	Assessed
Support Work in Schools (S.W.I.S.) Level 2		X	AF/CQ
Level 2 Numeracy/ Literacy or willingness to work towards		X	AF/CQ
Knowledge and Understanding	Essential	Desirable	Assessed
Decision making when to intervene to prevent children injuring themselves or others	X		AF/I
When to refer cases of unruly behaviour to the Headteacher	X		AF/I
Willingness to participate in the development and training of pupils	X		AF/I
Basic Numeracy/ Literacy Skills	X		AF/I
Appropriate knowledge of First Aid	X		AF/I/CQ
Knowledge of basic hygiene procedures		X	AF/I/CQ
Personal Attributes	Essential	Desirable	Assessed
Communication skills	X		I
Team working skills	X		I
Supervisory skills	X		I
Caring skills	X		I
Very high levels of concentration & alertness required	X		I
Very high levels of emotional demands	X		I
Suitability to work with children and young people	Essential	Desirable	Assessed
Satisfactory DBS disclosure and standard Trust pre-secondment checks	X		AF, R, I
Ability to work in a way that promotes the safety and well-being of learners	X		AF, R, I



## Next Steps

For further information about the opportunity please contact the school on 01924 967609 or email [leebriggadmin@watertonacademytrust.org](mailto:leebriggadmin@watertonacademytrust.org)

## To Apply

Please submit applications via My New Term.

## Selection Timeline

**Closing Date:** Monday 15<sup>th</sup> December 2025 – midday

**Shortlisting:** Tuesday 16<sup>th</sup> December 2025

**Interviews:** Thursday 8<sup>th</sup> January 2026

**Start Date:** ASAP

*Waterton Academy Trust is wholly committed to ensuring children and young people are fully supported and safe. We are dedicated to the safeguarding of all children and young people whilst promoting their welfare and expect all staff and volunteers to share this responsibility. An enhanced DBS check is required for the successful candidate, this process is completed by an online third party company. The position is also subject to two satisfactory references. Shortlisted candidates will be asked to provide details of any unspent convictions and those that would not be filtered, prior to the date of interview. We are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on request. Waterton Academy Trust is wholly committed in ensuring that all employees, future employees and applicants are treated equally regardless of age, disability, gender reassignment, marriage and civil partnership, maternity, race, religion and belief, sex and sexual orientation.*

***It is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children.***