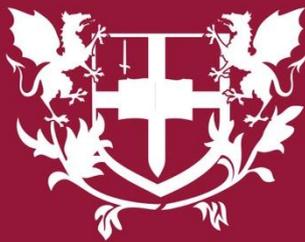


CANDIDATE INFORMATION PACK



CITY OF LONDON ACADEMY
ISLINGTON
WHERE STUDENTS SUCCEED

Cover Supervisor

EMBRACING TRADITION • PURSUING EXCELLENCE • LEADING CHANGE

CITY OF LONDON ACADEMY ISLINGTON

CEO WELCOME

Dear Applicant,

I am delighted that you have chosen to apply for a post with the City of London Academies Trust.



COLAT is driven by the ambition to deliver exceptional educational outcomes for the young people we serve, combining the heritage and traditions of the City of London Corporation with a creative and effective approach to teaching and learning.

Our expectations are high for both our students and our staff and as such we work to three core values: integrity, professionalism and care. We demonstrate real care by insisting on the highest expectations of behaviour in every phase and setting. Our curriculum is regularly reviewed and updated to ensure that every young person is afforded the knowledge and skills they need to be successful. We promote and support excellent classroom pedagogy as well as ensuring we have common approaches to assessment and intervention. This is how we care for our young people and ensure that they achieve the highest possible outcomes and are able to counter the many aspects of disadvantage they, their families and our wider communities experience.

Our 'Foundations of Excellence', which run through all Trust schools, have been the framework for our sector-leading success so far. These core principles led to the City of London and COLAT previously being recognised as the best performing academy chain for progress and attainment of disadvantaged children ('Chain Effects', The Sutton Trust). This fuels our determination to continue to develop the work we do, while remaining focused on the ambitions for our schools and making a significant difference to children's lives.

In striving for excellence in all aspects of our work, we are acutely aware that this will only be achieved through hard-working and motivated staff. Our care for staff means that we invest in our people, allowing them to grow and achieve their career goals within the Trust or beyond. We are committed to providing first-rate training and development opportunities to all our staff, in addition to excellent career advancement opportunities within our growing Trust.

In the classroom, and around school, we expect the kind of exemplary behaviour that allows our staff to generate exceptional learning outcomes for our children. Being sponsored by the City of London Corporation also means our staff benefit by having access to a huge range of resources, events and exciting learning opportunities that other Trusts are simply not able to offer.

We are always looking for like-minded individuals to join us on our journey. Making the choice to work for COLAT means making the choice to be part of an evolving, ambitious and supportive Trust where you are valued, encouraged and can develop your specific talents, whatever they may be. We look forward to receiving your application.

Yours faithfully,

A blue ink handwritten signature, appearing to read 'M. Emmerson', written over a white background.

Mark Emmerson
Chief Executive Officer

WHO WE ARE

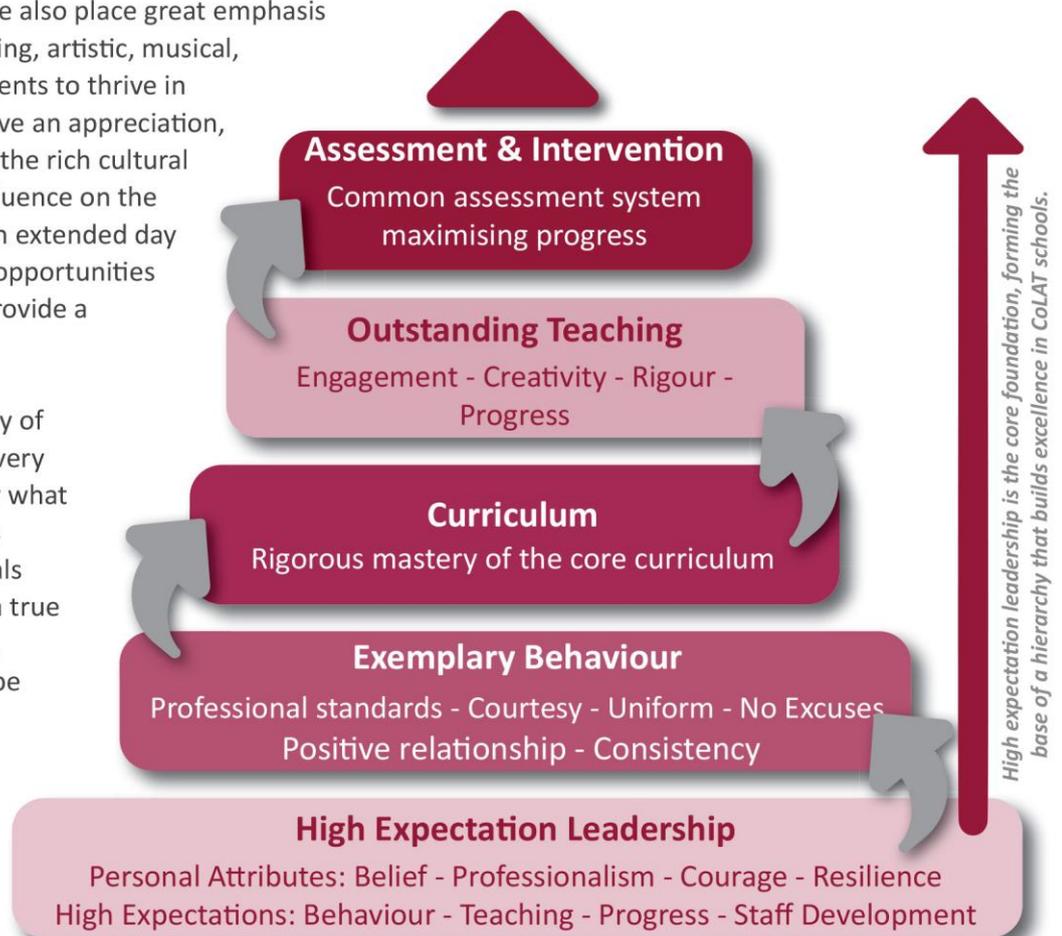
City of London Academies Trust operates schools in areas of significant disadvantage and believes strongly in the transformational nature of education.

We are unashamedly academic and unapologetically results driven because we recognise that strong SATs, GCSE and A level outcomes lead to increased life opportunities for our students. All our schools adopt a warm/strict approach, with every one of our School Leaders adhering to and aligning with our COLAT behaviour systems. Our simple, clear, and consistent routines, rituals and norms embed strong habits delivering exceptional student behaviour. In our schools, our teachers can teach, and students can learn, uninterrupted. We take great pride in curating an exceptionally positive learning environment and we obsessively guard against anything which may compromise our strong ethos and culture.

Our curriculum is knowledge rich. We believe in teaching 'powerful knowledge,' and educating our students on the 'best that's been thought and said' is crucial to giving them the best possible chance of success in life. More broadly, we find opportunities to elevate the curriculum to ensure our most able students can compete with their more privileged peers. Our curriculum is coherently and intelligently sequenced, with our Subject Improvement Leads working closely with Heads of Department to drive gains in learning and develop subject specific pedagogy. We are working on creating a standard curriculum in most of our subjects; this will help reduce teacher workload by taking away the production of high-quality resources and assessments, freeing up our expert teachers to grapple with the delivery of the content and focus on the learning.

Our teaching approach is influenced by the works of educationalists such as Doug Lemov. We are confident we know what works for schools in our specific context, and we have spent a long time codifying our approach, whilst also providing sufficient flexibility for our teachers to add their own unique personality and dynamism to their classrooms. Results are important to us, but we also place great emphasis on developing our students' sporting, artistic, musical, and linguistic talents. For our students to thrive in modern Britain, they must also have an appreciation, understanding and attachment to the rich cultural heritage of our country and its influence on the wider world. All our schools run an extended day to deliver an array of enrichment opportunities and super curricular sessions to provide a truly holistic education.

It is an exciting time to join the City of London Academies Trust, and we very much hope you will be inspired by what you learn about us. We are always excited to meet fellow professionals and there is no better way to get a true sense of a school's culture, values, and ethos than by visiting. We hope you take up this opportunity so you can see what life-changing opportunities our schools provide, and how integral our people are to this mission.



PROFESSIONAL DEVELOPMENT

We are committed to providing **individualised** and **impactful** professional development for every member of our COLAT community, and we offer a menu of talent pathways to support you at every stage in your career.

These pathways are research-based, designed for COLAT schools and delivered by experts from across the Trust. They provide Trust-wide training and networking opportunities to support you to achieve your career goals.

The Talent Pathway menu includes:

- **Aspiring to Middle Leadership: Leading a Department**
- **Aspiring to Middle Leadership: Leading a Year Group**
- **Aspiring to Middle Leadership: Leading a Operational Department**
- **Aspiring to Senior Leadership: Curriculum, Teaching and Learning**
- **Aspiring to Senior Leadership: Personal Development, Welfare and Behaviour**
- **Aspiring to Senior Leadership: Personal Development, Welfare and Management**
- **Aspiring to SEND Leadership**
- **Aspiring to Operational Functions Leadership**

If you are interested in one of our Talent Pathways, please do ask for more details during your school visit or interview.

EMPLOYEE BENEFITS

We invest in and support our staff by keeping their development a priority, and we are proud to have a range of benefits to ensure staff feel valued, including:

- **Teachers' or local government pension scheme with a generous contribution from the Trust**
- **Occupational maternity and adoption pay following 26 weeks of continuous service**
- **Generous annual leave entitlement**
- **Sabbatical leave entitlement for up to one year (unpaid) after five years' continuous service**
- **Cycle to work scheme**
- **Corporate gym membership rates**
- **Travelcard loan scheme**
- **Annual training and development opportunities in addition to in-house staff development**
- **Access to City of London housing allocation scheme**

Principal's Welcome

City of London Academy Islington is a dynamic and ambitious school that serves a truly diverse student body in the heart of Islington, minutes away from Essex Road, Upper Street and Angel. As a mixed, non-selective, and non-denominational secondary school and sixth form, we focus on delivering an exceptional education aimed at improving the life chances of our students.

The Academy's mission centres around academic excellence, underpinned by our core values of respect, responsibility, and integrity. Alongside a strong academic foundation, In addition to providing an outstanding academic experience to our students, we offer an impressive range of enrichment opportunities designed to extend and enhance students' learning and develop their cultural capital. We hope that all students will graduate from the Academy with excellent qualifications, but also having developed a broad range of passions, interests and skills that extend beyond the confines of the formal curriculum.



Adopting a "warm-strict" approach, routines and systems are in place to support excellent behaviour, built on high expectations for all students. The Academy is dedicated to developing staff, offering a comprehensive continuing professional development (CPD) programme, and the support of an experienced Senior Leadership Team that seeks to maximise staff impact while reducing any unnecessary administrative burden. City of London Academy Islington is part of the City of London Academies Trust, which presents a wealth of opportunities for career progression.

We are actively seeking dedicated and inspirational staff members who are passionate about making a difference in the lives of young people, regardless of their background or circumstances.

If this sounds like the environment where you want to take the next step in your career, we welcome your application for a position with us.

Laurie Glees
Principal

Ofsted

In 2019, Ofsted awarded the Academy an outstanding rating, noting that *"the school has been transformed into an exciting environment where pupils and staff thrive. Outcomes are outstanding and pupils' progress is exceptional. This is a school where 'no child is left behind.'*" Following a further inspection in April 2025, the Academy retained its outstanding rating with Ofsted stating that *"The school has established a calm and focused school environment with high expectations. Pupils participate happily in learning and in the wider life of the school. As a result, published academic outcomes for pupils at the end of Year 11 are positive. In the sixth form, students are well-prepared for their next academic steps."*

Job Description

Post:	Cover Supervisor
Accountable to:	Vice Principal
Grade / Range:	NJC Scale 5, points 12 – 15 (Inner London)
Salary:	FTE £34,359 - £35,892 per annum (actual £30,043 - £31,383 per annum)
Working pattern:	Full-time (35 hours per week) Monday – Friday, 8.00 am – 4.00 pm Term-time only (39 weeks)
Contract:	Permanent
Location:	City Of London Academy Islington
Disclosure level:	Enhanced

Main Purpose

To supervise whole classes in the absence of the class teacher, delivering instructions and activities provided by teaching staff, facilitating high quality learning and ensuring that pupils behave well, remain on task and engage positively in learning activities. The role operates under the professional guidance of teachers and/or members of the Senior Leadership Team.

Key Accountabilities

Support for Students

- Supervise students and manage their behaviour in accordance with the Academy's behaviour policy
- Distribute and explain pre-prepared work set by the class teacher, either in a classroom setting or in a larger "supercover" setting.
- Ensure a calm and purposeful working atmosphere in the classroom
- Respond to questions and provide general support to students to help them complete set tasks
- Register attendance and ensure all safeguarding protocols are followed
- Support with administrative and organisational tasks as directed
- Accompany classes on school trips and support extra-curricular activities as required
- Act as a role model and set high expectations of conduct and behaviour.
- Supervise the entry and exit of students in accordance with school procedures.
- Leave the classroom in good order at the end of each session.

Support for Teachers

- Provide objective and accurate feedback to teachers on student behaviour, engagement and work completion.
- Collect completed work and return it to the appropriate teacher or department.
- Mark the register accurately using Bromcom at the start of lessons.
- Record praise and sanctions for students on Bromcom.
- Assist in the preparation of the learning environment and materials when required.

Support for the School

- Act as an examination invigilator when required.
- Provide administrative support to when not required for lesson cover.
- Carry out administrative tasks as directed by their line manager or other Leaders.
- Be aware of and comply with policies relating to safeguarding, child protection, equal opportunities, health and safety, confidentiality and data protection.

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- Support students with differing needs and ensure equal access to learning opportunities.
- Participate in training and professional development activities as required.
- Attend relevant meetings when required.
- Contribute to a safe, inclusive and respectful school environment.
- Perform other duties of a similar nature in line with the needs of the school and the responsibilities of the post, demonstrating flexibility and professionalism.

Safeguarding Children

COLAT 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.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment. The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

The person undertaking this role is expected to work within the policies, ethos and aims of the Trust and to carry out such other duties as may reasonably be assigned. The post holder will be expected to have an agreed flexible working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, contractors and community members.

English Duty

This role is covered under part 7 of the Immigration Act 2016 and therefore the ability to speak fluent spoken English is an essential requirement for this role.

Person Specification

Our Values and Vision

The City of London Academies Trust, sponsored by the City of London Corporation, aims to provide high-quality education for students and pioneer educational innovation. We are driven by the ambition to provide world-class experiences and deliver exceptional educational outcomes for the young people we serve.

All City of London schools and academies draw upon the traditions, institutions, heritage and historical successes of London to furnish each of their diverse communities with life-transforming learning experiences. In doing so, we believe that the young people we serve develop into successful, compassionate young adults, who make a positive contribution to their local, national and global communities.

Our schools are characterised by a common understanding of what makes outstanding schools, based on five key principles which are known as our 'Foundations of Excellence'.

Our Staff

Our staff have high expectations, are consistent and driven to provide the best teaching and opportunities for our students. Teachers work in a well-disciplined environment where they are able to teach creative and engaging lessons, and all staff are given exciting opportunities to develop and learn from exceptional practitioners.

Equal Opportunities

The postholder will be expected to carry out all duties in the context of and in compliance with the academy Equalities policies.

	Essential	Desirable
Qualifications		
NVQ Level 3 or equivalent qualification (minimum)	✓	
Commitment to safeguarding and promoting the welfare of children and young people	✓	
Willingness to undergo appropriate checks, including Enhanced DBS	✓	
Educated to degree level or equivalent		✓
Qualified Teacher Status (QTS)		✓
Evidence of continuing professional development		✓
Experience, Skills and Knowledge		
Ability to relate well to young people and motivate individuals and groups	✓	
Ability to manage classroom activities and the physical learning environment safely	✓	
Ability to deal calmly and appropriately with challenging situations	✓	
Ability to work constructively and flexibly as part of a team, understanding school roles and responsibilities	✓	
Good organisational skills and ability to meet deadlines	✓	
Good interpersonal, verbal and written communication skills	✓	
Ability to communicate effectively with students, staff, parents and external agencies	✓	
Knowledge of relevant policies, codes of practice and awareness of relevant legislation	✓	
Basic understanding of child development and learning	✓	
Basic understanding of the National Curriculum	✓	
Knowledge of strategies to manage whole-class and individual behaviour effectively	✓	
Good IT and keyboard skills	✓	

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Ability to maintain confidentiality	✓	
Experience of working with children and young people	✓	
Motivation to work with children and young people	✓	
Ability to form and maintain appropriate professional relationships and boundaries	✓	
Experience of working in an inner-city school		✓
Demonstrable experience of improving student outcomes		✓
Experience of working with children with significant barriers to learning		✓
Experience of contributing to academy or school improvement		✓
Experience of effective performance management and quality improvement		✓
Understanding of the Ofsted Framework		✓
Demonstrable experience of high-quality teaching and learning		✓
Experience of using interventions to support students with educational or medical needs		✓
Experience of using data to inform and shape interventions to improve outcomes		✓
Personal Qualities		
Self-motivated with personal drive to complete tasks to required timescales and quality standards	✓	
Flexible and adaptable to changing workload demands and new challenges	✓	
Punctual, trustworthy and honest	✓	
Willingness to attend training and courses outside the school day	✓	
Interest in students as individuals and commitment to inclusive education	✓	
Commitment to teamwork and collaborative working relationships	✓	
Commitment to ensuring support is accessible and appropriate for students with diverse needs	✓	
Commitment to continuous professional development	✓	
Commitment to the vision, aims and objectives of the Academy/Trust	✓	
Demonstrates enthusiasm and commitment to making a positive difference to children and young people	✓	
Demonstrates personal and professional integrity and models positive values	✓	
Clear understanding of ethos and strategies to establish high standards of behaviour, attitudes and outcomes		✓
Ability to inspire and build strong relationships with students, colleagues, families and external partners		✓
Evidence of commitment to collective responsibility and whole-school improvement		✓
Ability to manage workload and competing deadlines with resilience and good humour		✓
Other		
Commitment to safeguarding and promoting the welfare of children and young people	✓	
Willingness to undergo appropriate checks, including enhanced DBS Checks	✓	
Motivation to work with children and young people	✓	
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	✓	
An understanding of, and commitment to, Equal Opportunities, and the ability to apply this to strategic work and day-to-day situations	✓	

HOW TO COMPLETE THE APPLICATION

Title: Cover Supervisor

Vacancy Description: Permanent, Full-time, Term time only

Closing date: 20 April 2026

Submission: Applications must be submitted via link <https://mynewterm.com/school/City-of-London-Academy-Islington/135587>

It is essential that a fully completed application form is submitted. City of London Academies Trust cannot accept CVs alone. It is recommended that you retain a copy of your application form, so you can refer to it if you are invited for interview.

The main sections of the application form ask for various information relating to your work, educational and personal history. This information allows your application to be fully assessed against the criteria/competencies required for the job. When completing the application, you should provide your entire work history, including a description of any gaps in employment. In addition, outline your skills, qualifications and any notable awards. These can be selective, and you only need to provide those you consider relevant to the job you are applying for.

Your letter of application/supporting statements is the most significant element of the application form. Using no more than 1,000 words please provide an accompanying letter explaining why you are applying for this post and how your experience, skills, training and personal qualities match the requirements of the role as set out in the job description and person specification.

As part of your letter of application/supporting statement we are interested in knowing your impact so please provide relevant evidence. For instance, if you are seeking a pastoral role provide relevant data on the reduction of exclusions. If seeking a teacher role provide progress and attainment data of classes taught. If you do not meet all the essential criteria, it is unlikely that you will be shortlisted.

City of London Academies Trust asks that all potential employees highlight any relationships to school governors or employees to ensure all applicants are treated fairly.

For example, it may be inappropriate to offer someone a position within an organisation where they work for a family member or asking someone to take a position where they manage grants for voluntary services when their family works for a relevant voluntary organisation.

City of London Academies Trust 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 in line with Keeping Children Safe in Education, including enhanced DBS checks and a willingness to demonstrate commitment to the standards which flows from City of London Academies Trust vision and values.

Please provide details of two referees, one of whom should be your present/most recent employer. References will not be accepted from relatives or friends. References are requested for all shortlisted candidates unless you specifically request us not to do so. Open references will not be accepted.

This post is exempt from the Rehabilitation of Offenders Act 1974. If you are appointed, you will be required to complete a DBS check. Any information received from the DBS will be treated in the strictest confidence. Having a criminal record will not exclude you from appointment, unless it is considered that the conviction renders you unsuitable to work with children.

Under the Criminal Justice and Court Services Act 2000, it is a criminal offence if an individual who is disqualified from working with children knowingly applies for, offers to do, accepts or does any work with children.

The role is covered by part 7 of the Immigration Act 2016 and therefore the ability to speak fluent spoken English is an essential requirement for this role.



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