



14th

Candidate Information Pack

Cover Supervisor (Maternity Cover)



L.E.A.D. Academy Trust



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About the Trust

Be part of an ambitious, high-performing Trust, committed to improving the lives of children and young people.

L.E.A.D. Academy Trust comprises primary and secondary academies across Nottinghamshire, Derbyshire, Leicester, Lincoln and Sheffield. Established in 2011, our mission is to be a pioneering, confident, high-performing Trust with national and international influence.

“We are determined to bring about change and improvement to educational standards in the region by appointing visionary leaders who believe in the Trust’s vision and values and are committed to making a tangible difference to the lives of children and young people.”

Diana Owen, CBE - Chief Executive Officer

Inspiring experience

Our Trust Executives have first-hand experience of working in education, so they know what it’s like to be on the front line. We pride ourselves on the support and advice we give to all our staff, enabling them to be exceptional leaders and teachers who can inspire both pupils and staff. By choosing to work with us, you will be helping to improve educational outcomes for children, young people and the local community.

Within our Trust, all academies strive to achieve:

- The highest standards of behaviour and conduct
- Outstanding teaching and learning
- A fully inclusive approach where all children are equally important
- A climate of mutual respect between the children, staff and community
- A ‘can-do’ attitude - high aspirations for all involved with the school
- A wide range of enrichment opportunities for all to get involved in
- A celebration of all the cultures and faiths represented in the school
- An organisation in which there are no excuses for underachievement.

Supporting external trusts and schools

As well as our core offer to L.E.A.D. academies, we offer additional areas of support to external trusts, schools and organisations through L.E.A.D. IT Services and L.E.A.D. Teacher Training Hub.

If you are ambitious, determined, energetic and passionate about education and want to join us on our mission, then we look forward to receiving your application.



L.E.A.D. Academy Trust
comprises of:

23
primary

..... and

3
secondary
academies

..... across

5
geographical
regions

..... with

11,000
pupils

..... and

1,500
members
of staff





About us

Having converted to academy status at the heart of the L.E.A.D. Academy Trust in May 2017, Da Vinci Academy is now a successful secondary school with around 700 students and an increasing school roll (oversubscribed in KS3 and also next year's intake). In summer 2019, we were proud to be the most improved Progress 8 school in Derby and in October 2021, we were rated 'good' by Ofsted. A copy of the report can be found on our website.



Jayne Scattergood, Headteacher

Working at Da Vinci Academy

“Leaders put pupils’ interests at the heart of all that they do” Ofsted 2021

We are described as a ‘proudly inclusive school with a big heart and huge ambition’. A student-centered philosophy is supported by an unwavering commitment to the achievement of successful outcomes for each and every young person.

We are looking to recruit a **Cover Supervisor (Maternity Cover)**. The ideal candidate will be an energetic and positive professional who can combine their passion with the ability to inspire our students and enhance a talented team. You will be an enthusiastic, with the skills and determination to ensure exciting learning and outstanding progress for students of all abilities.





Benefits of being part of L.E.A.D. Academy Trust

We recognise that successful people place value on a range of benefits associated with their careers, including receiving professional recognition, commensurate financial reward, job satisfaction, opportunity to innovate and a balanced approach to work and personal time. We place value on these aspects too.

Competitive salary

All Trust roles* are subject to a minimum hourly rate, which is currently above the National Living Wage amount. All our support staff roles are subject to a competitive 6-point salary range, allowing for progression within the role.

Pension scheme

Automatic entry to the Local Government Average Salary (LGPS) pension scheme. Benefits include generous employer rate of contribution at minimum 17%, life cover, lower tax, survivor benefits and ill health cover.

Enhanced annual leave

Holiday allowance starts at 26 or 31 days, up to a maximum of 36 days. Term time only workers also benefit from the same annual leave entitlement paid as part of their usual monthly payroll. This varies on the role and amount of service, increasing after 5 and 10 years' service. Holiday is in addition to Bank or Public holidays.

Employee assistance programme

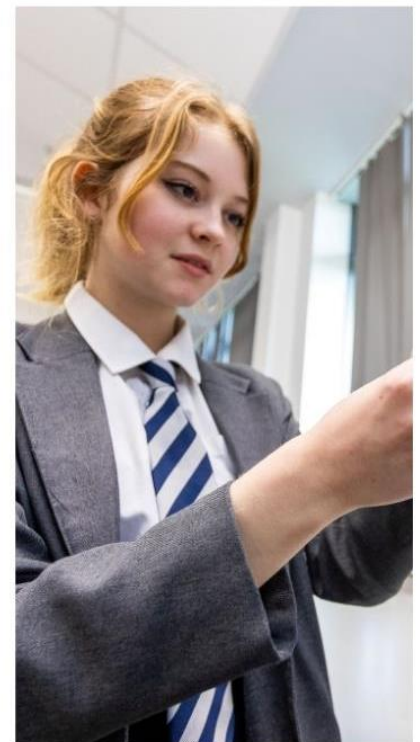
The Trust is committed to supporting staff wellbeing and partner with Health Assured to offer a comprehensive Employee Assistance Programme to all Trust employees and extends to dependent adults living the same household. This includes access to a 24/7 free phone helpline 365 days per year to access advice and support on emotional, financial, legal or other lifestyle matters.

Continuing professional development (CPD)

We provide excellent training and development opportunities within the Trust, including a full induction programme for all staff.

And more!

- Access to free Trust Occupational Health service, including physiotherapy
- Access to staff discounts and cashback for a huge range of products, including travel, shopping, insurance, motoring and utilities.
- Travel expenses for business travel at maximum HMRC mileage rate.
- Free eye tests for VDU users.
- Free seasonal flu jabs.



"Everyone is valued, everyone is supported, and if you hold the same values that L.E.A.D. has, then really consider coming to work with us."

Becky Hyder,
Safeguarding Compliance
Lead

**With the exception of
Apprenticeships*

**“Leaders put pupils’ interests at the
heart of all that they do”**

Ofsted 2021



How to apply

Please send a completed application form and covering letter explaining your interest in the role and how you meet the person specification to: vacancies@davinciacademy.co.uk For an informal, confidential discussion about this opportunity, please email: vacancies@davinciacademy.co.uk

CLOSING DATE: 14 October 2024 at 9.00 am

INTERVIEWS: We expect interviews to take place **as soon as possible**.

Applications will be reviewed upon receipt; therefore shortlisted candidates may be contacted in advance of the closing date.

L.E.A.D. Academy Trust is committed to safeguarding and promoting the welfare of children and young people and we can expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.



"I wanted to be part of an organisation that works in partnership, believes in collaboration and invests and understands the importance of high-quality leadership and management."

Rebecca Riley, Deputy Headteacher,
Huntingdon Academy



Job description – Cover Supervisor (Maternity Cover)

Role:	Cover Supervisor (Maternity Cover)
Reporting to:	SLT or designated leader
Salary:	NJC 7 - 12: Actual Salary £20,970.70 to £22,714.20
Location:	Da Vinci Academy, Derby, DE21 4ET
Contract Type:	Term Time Only
Fixed Term:	To cover maternity leave
Full Time:	39 weeks per year, 35 hours per week
Start Date:	Monday, 6 January 2025
Closing Date:	14 October, 2024 at 9.00 am

Job Description – Cover Supervisor (Maternity Cover)

Job Purpose:

- To support teachers and students as directed and ensure that classes are appropriately managed during times of teacher absence. To be responsible for the delivery of pre-planned cover of lessons and the delivery of daily PSHE

Duties and Responsibilities:

- To undertake classroom activities as directed by teachers to support teaching and learning process
- To assist in the preparation of resources and display
- To mark students' work in accordance with Academy policies and teacher instructions
- To undertake administrative duties as requested by teachers
- To cover tutor groups as and when needed
- To input data to support Academy policies in Assessment, Recording and Reporting
- To maintain student records in accordance with statutory procedures, Academy policies and as directed by the Assistant/Deputy Headteacher
- To liaise with Learning Resource staff and ICT staff to ensure teachers requirements are met to ensure high quality teaching and learning
- To manage the behaviour of pupils to ensure a constructive environment is maintained, by using a range of strategies
- To assist the teacher in the classroom as timetabled / requested
- To respond to student needs as they arise in the classroom
- To undertake break and lunchtime activities
- To undertake examination invigilation duties where required
- To work with teachers to prepare appropriate lessons / resources when absence is known in advance
- To compile appropriate lesson activities / resources in liaison with other teachers when absence is not known in advance

- Ensure that all communications with parents demonstrate the values of the academy and the L.E.A.D. Academy Trust
- Attend all meetings and functions necessary to support the work in this job description, ensuring that

Influencing and Managing Relationships:

- Headteacher
- L.E.A.D. Central Support
- External agencies
- Parents and carers
- Governors
- Senior Leadership Team
- Staff

Other Academy Specific Responsibilities:

- Provide support at Breakfast Club

As job descriptions cannot be exhaustive, the post-holder may be required to undertake other duties which are broadly in line with above key responsibilities.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

At L.E.A.D. we have a strong vision and four core principles, to lead, empower, achieve and drive, which you will be expected to demonstrate in your working practices.

Job Specification – Cover Supervisor (Maternity Cover)

This job description lists the competencies expected of an experienced/fully trained post-holder. The two right hand columns provide guidance for the appointment of new staff. (E = Essential criteria, D + Desirable criteria)

Qualifications and Attainment	Studied to a minimum standard of GCSE (grade A* - C), or equivalent, in English and Maths	E	
	Level 3 qualification	E	
	A degree or post graduate qualification		D
Skills and Knowledge	Ability to contribute to the delivery of lessons.	E	
	High level of oral and written communication skills.	E	
	Ability to work as part of a team.	E	
	Able to work to tight deadlines, managing and prioritising time effectively.	E	
	Self-starter, with and ability to work independently & use own initiative to overcome obstacles.	E	
Experience	Previous paid or voluntary work with young people.	E	
	An understanding of Keeping children safe in education.	E	
	An understanding basic school organisation.	E	
	A basic knowledge of the work of a school.	E	
	Experience working with children with Special Educational Needs.		D
Personal Attributes	Have an openness to learning and change.	E	
	Have a positive attitude to personal development and training.	E	
	Be able to work in ways that promote equality of opportunity, participation, diversity and responsibility.	E	
Additional Requirements	This role is subject to an enhanced DBS.	E	
	May be required to work out of school hours to support the academy.	E	



L.E.A.D. Academy Trust

Lead • Empower • Achieve • Drive

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