



**Our Lady  
and All Saints**  
Catholic Multi Academy Company

# Vacancy Application Pack

## Cover Supervisor St Peter's Catholic School



**St Peter's**  
Catholic School



**Strong in Faith**

## **Message from the Chair of the Board of Directors**

Dear Applicant,

Thank you for your interest in the post at St Peter's Catholic School, part of Our Lady and All Saints Catholic Multi Academy Company ("the MAC").

Our leaders share our vision of the MAC as an outstanding provider of education, but education that is not only excellent academically, but also offers every child the opportunity to develop as an individual in mind, body and spirit.

The MAC works in partnership with the Birmingham Diocesan Education Service.

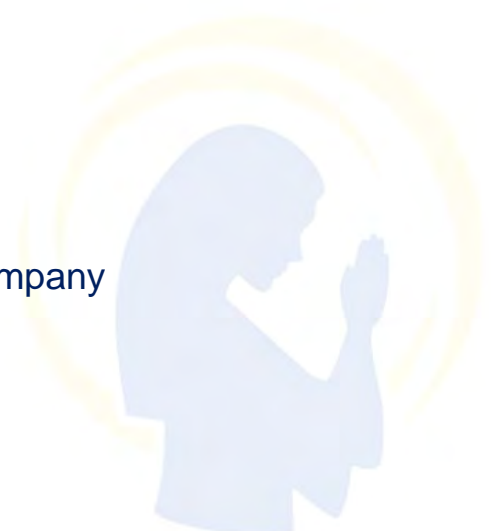
As part of the teaching team, you will be bringing your educational expertise and experience to this role with an approach rooted in excellence, best able to meet the needs of every child within the MAC.

The candidate appointed will play a pivotal part in the development of the MAC both as an outstanding educational provider and delivering its Catholic mission to ensure that we provide the opportunity for every child and member of staff to experience being 'Strong in faith' together as a family of schools, parishes and communities.

We look forward to receiving your application.

Yours sincerely

Paul Bentley  
Chair of the Board of Directors  
Our Lady and All Saints Catholic Multi Academy Company



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## Introduction

Our Lady and All Saints Catholic Multi Academy Company (“the MAC”) was formed in April 2021 and comprises of 12 Catholic Primary Schools and 1 Catholic Secondary School across the Birmingham, Solihull, and Warwickshire areas.

With 84% of our schools already being ‘Good or Outstanding’, we have even higher expectations within our family of schools that each provide a fully inclusive and comprehensive Catholic Education offering in a diverse society. We are dedicated to developing all our children into successful, ambitious, and compassionate future leaders by securing the absolute best outcomes for all both in terms of their qualifications, as well as providing wider opportunities for them to develop as rounded and confident young people.

A sense of community is at the forefront of all that we do to ensure our children, our families and our parishes and communities can flourish. We are proud to serve our communities that include the full range of social demographics, each having their own challenges and unique opportunities. Christ is at the centre of all that we do.

Each school benefits educationally from the expertise within the MAC as a whole and practically from the services procured and provided centrally. For us it is a fantastic opportunity, and a privilege, to work with a team of over 700 staff to shape the future of Catholic education for over 4,500 children and young people across the Birmingham, Solihull, and Warwickshire areas.

Being an ‘employer of choice’ is important to us too. We need to retain and attract staff that are only of the highest quality. We are passionate to create a staff team reflective of our diversity and we actively welcome applications from all backgrounds.

We invite you to visit Our Lady's and learn about this exciting and challenging opportunity to work with our community.



Peter Davis  
Catholic Senior Executive Leader  
Our Lady and All Saints Catholic Multi Academy Company



## Headteacher's Welcome



Thank you for your interest in the role of Cover Supervisor.

Welcome to St Peter's Catholic School. Serving Solihull's Catholic community, we are a popular, oversubscribed school with very strong links with our local community.

With faith as our foundation, the teachings of Christ underpin all that we do here at St Peter's.

A good education is the best possible preparation for adult life and at St Peter's, we aim to ensure that every pupil thrives and flourishes.

Our distinctiveness rests on the Catholic character and ethos of our school and this lies at the heart of everything we do. We endeavour to educate pupils in a caring and nurturing atmosphere so that they are enabled to value lifelong learning and the Gospel values can be related to everyday life and work.

Thank you for your interest in our school and I would like to take this opportunity to wish you well in your application.



Stuart Shelton, Headteacher





## St Peter's Ethos

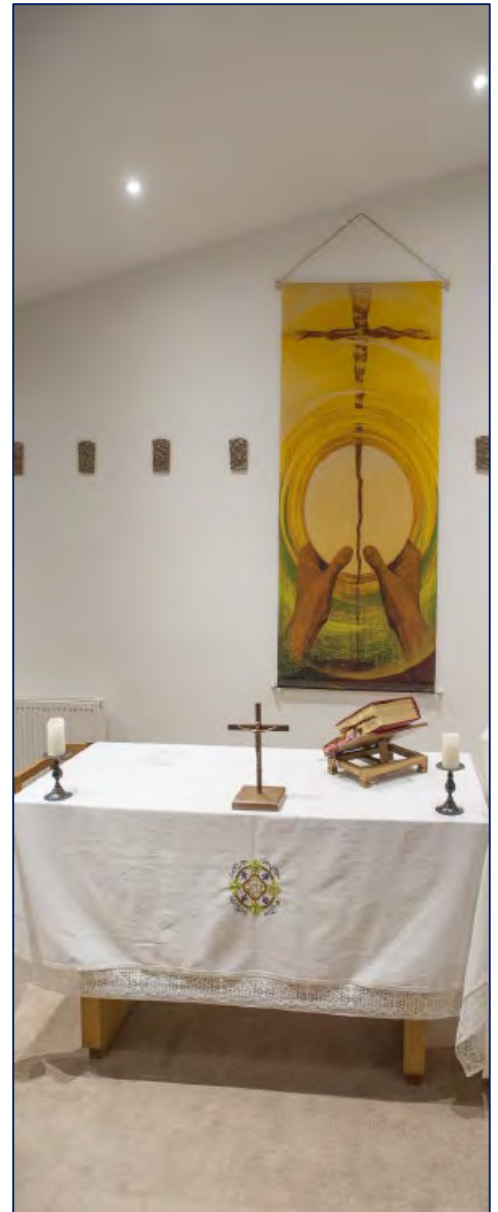
Selection and recruitment is a two-way process, and it is important that your own core values, whether you have a faith of your own, or you practice no faith at all, are in line with St Peter's core values and ethos.

As a Catholic school, our ethos is rooted in our school motto: Faith is our Foundation.

Above all, the Catholic faith teaches love and forgiveness. We believe that all members of our school community should be treated with compassion and respect. Our community is one of solidarity and kindness; where we aspire to look out for one another at all times. By coming to work here, we are hopeful that you will find a really unique and special place to work.

At St Peter's, we:

- offer all children equal access to the curriculum and school life in the community where individual differences are appreciated, celebrated, understood and accepted
- encourage children to become good citizens, by developing caring attitudes and respect towards themselves, other children, adults, their school and their community
- value the achievements of all children, both in and out of school and provide opportunities to develop self-confidence and a positive self-image
- believe in high expectations and having a behaviour policy that is consistently used to allow all students to achieve their best
- encourage each individual to take responsibility for his/her behaviour and to act as a good role model to others
- acknowledge that we all make mistakes
- believe that hard work is the key to success for staff and students
- strive to ensure that issues of equal opportunities are considered in all our work
- value generosity of spirit
- believe that we all have a professional obligation to improve as teachers
- believe teachers should engage in educational research to improve their practice
- have a T&L policy based around High Challenge Low Preparation, Rosenshine and Teach Like a Champion
- believe in consistently good teaching which improves student progress
- welcome diverse ideas to solve problems



## Curriculum

The curriculum at St Peter's has been designed to ensure all students develop academically, spiritually, morally, socially and physically. As part of the curriculum the government expects schools to promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. As a Catholic school, St Peter's embeds those values through its ethos and mission statement, which extends to all activities in school, within and outside the taught curriculum.



Independent Advice and Guidance (IAG) meetings are provided to all students in Y8-13 appropriate to the stage and age of pupils. These interviews are to ensure that pupils make informed choices at every stage and are in a position to make the next step into further or higher education, apprenticeships or employment. Careers education is delivered holistically as part of the Citizenship curriculum, during form times and by individual subject areas.

Further information about the curriculum will be made available to pupils when they make their subject choices for KS4 and KS5.

**KS3**  
In years 7, 8 and 9, all pupils study the statutory National Curriculum subjects; Mathematics, English, Science, MFL, Geography, History, Art and Design, Design Technology, Music and PSHE in addition to the non-statutory subjects Drama, Religious Education, Personal Development and Computing. In the Spring Term of Year 9 pupils select which optional subjects they will study in Years 10 and 11.

## KS4

In years 10 and 11, all pupils continue to follow a core programme of Mathematics, English Language and English Literature, Religious Education, Science, PE and PSHE. At KS4 Science GCSEs are offered in Biology, Chemistry and Physics, as well as Combined Science.

The majority of pupils will study the core curriculum plus:

- A Modern Foreign Language (French, German or Spanish)
- A humanities subject (History or Geography)

The following optional subjects are available:

- A second humanities subject (History or Geography)
- A second Modern Foreign Language (French, German or Spanish)
- Art and Design
- Business Studies
- Catering
- Computer Science
- Dance
- Drama
- Health and Social Care
- Music
- PE/Sport
- Product Design (Resistant Materials or Textiles)
- Sociology



Work experience is a vital part of Key Stage 4. It gives pupils an insight into the world of work and can help to influence post –16 choices and career plans. All Year 10 pupils spend a week taking part in Work Experience. Placements vary a great deal and have included experiences in the Army, offices, nurseries and schools, theatres, engineering companies, catering, journalism, archaeology, the RAF, banking, travel agencies and so on.

## KS5

A wide range of subjects are offered at St. Peter's Sixth Form. Students select three subjects to study over two years. All students have the option to study AS Level Core Maths in Y12. Students studying Mathematics may wish to study Further Mathematics as a fourth subject.

All students will study the Extended Project Qualification (EPQ) or Christian Living as part of their religious and vocational education. Students can choose from a range of enrichment activities, such as supporting in KS3 lessons, paired reading, peer mentoring/mediation or PE.



# Wellbeing Charter

## Professional Development

We have a non-hierarchical approach to professional development; staff are given opportunities to lead training sessions

- We develop leadership positions at all levels e.g. NPQSL, NPQML, SLE, NPQH
- We have a comprehensive training programme and support for trainees and NQTs
- We have a CPD programme for experienced staff
- Observations are developmental and not graded



## To Reduce Workload, we have:

A staff workload group to guide and develop policy

- Teaching resources shared centrally by every department
- A cover team to help reduce cover for teaching staff
- A whole school marking policy to ensure any homework set is meaningful, manageable and motivating
- Reduced the number of data entries
- Replaced lengthy written subject re-ports, with concise TIPs (To improve)
- SLT Open Door Policy at all times
- Implemented fewer meetings, with those that do take place doing so when they are needed
- Employed external invigilators for Year 11 mocks
- Established a Communications Policy which protects time outside of school day



## At St Peter's we have:

- Laptop for all teaching staff
- Supportive staff, with cake, laughter and friendship in the staffroom
- A culture of peer-to-peer praise
- A buddy system for new staff
- A staff room with facility to eat lunch, relax, work and support colleagues
- Regular staff social events out-of-school
- A flexible and generous approach to family appointments, children's events, sports days etc.
- Free on-site parking
- Frequent consultations on aspects of school such as the annual calendar
- Celebrations of successes, e.g. staff marathon runners
- A range of after school fitness/ wellbeing clubs and creative classes
- Seasonal events for everyone to show their less serious sides
- Countless opportunities to get involved with the wider life of the school including trips and visits, e.g. Year 7 Bushcraft
- A counselling service free to all staff both in-house and externally
- Staff who are Mental Health Ambassadors
- Staff 'treats' such as pancakes on Shrove Tuesday and an Advent raffle



## Employment Benefits include:

- Yearly flu-jab vaccinations
- Childcare vouchers scheme



# Cover Supervisor

**C Band £24,702 to £27,334 FTE (Pro-rata £19,986-£22,116)**

**Part-time (35 hours, 39 weeks a year – term time and INSET days)**

**Permanent, Start date – September 2024**

Would you like a job that is interesting, engaging and challenging? Would you enjoy working with teenagers and having a positive impact on their progress and achievement? Then St Peter's is the place for you.

We are looking for good candidates to join our team of cover supervisors as soon as possible. Specific job descriptions will be tailored to meet the skills and strengths of individuals, but duties could include: covering lessons for absent colleagues; supervising homework club; offering in-class support to pupils; working with small groups or individuals; displaying pupils' work and supporting the Cover Manager with administrative tasks.

This part-time, term-time only post, would be ideal for individuals who are interested in a career in teaching and would like to gain some experience of working in a school prior to applying for a teacher training course.

An Application Form and further details are available from the [school website](#). Please note CV's are not accepted. Prospective candidates are welcome to contact the school for more information, to organise a tour or an informal chat about this post. Please contact Marie McGrady Business Manager, on 0121 703 8332 or [mcgradym@st-peters.Solihull.sch.uk](mailto:mcgradym@st-peters.Solihull.sch.uk)

St Peter's Catholic School, part of Our Lady and All Saints Multi Academy Company, has a responsibility for and is committed to safeguarding and promoting the welfare of children, young people and vulnerable groups. All employees and volunteers are expected to share this commitment and to obtain an Enhanced Disclosure and Barring Service check (DBS) and where relevant, a childcare disqualification check. Any offer of employment will be subject to satisfactory references and other satisfactory pre-employment checks. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974.

An online search will also be carried out as part of due diligence on all short-listed candidates.

Please return your completed application form and a formal letter of application to [recruitment@st-peters.solihull.sch.uk](mailto:recruitment@st-peters.solihull.sch.uk)

**Closing date:** Monday 15<sup>th</sup> July 2024 at 9.00am

**Interview date:** Week Commencing Monday 15<sup>th</sup> July

## Job Description

|  |   |
|--|---|
| <b>Job Details</b>   |   |
| Salary<br>Hours<br>Contract Type<br>Reporting To   | C Band £24,702-£27,334 FTE (Pro-rata £19,986-£22,116)<br>Part-time (35 hours per week, 39 weeks a year)<br>Permanent<br>Cover Manager |
| <b>1. Job Purpose</b>  |   |
| To supervise pupils and deliver the set lesson in the absence of the classroom teacher.  |   |
| <b>2. Duties and Responsibilities</b>  |   |
| <b>2.1 Main Duties</b>   |   |
| <ul style="list-style-type: none"> <li>To supervise pupils and deliver the set lesson in the absence of the classroom teacher.</li> <li>To work with the relevant head of department/teacher and to follow the advice provided in the delivery and supervision of the lesson.</li> <li>To maintain attendance and behavioural records.</li> <li>To forward pupil's work to the class teacher/ head of department.</li> <li>To assist teachers with display work throughout the school.</li> <li>To offer in-class support to individuals or groups of pupils in the classroom under the supervision of the classroom teacher.</li> <li>To work with identified pupils individually outside of the classroom.</li> <li>To liaise with teaching and learning support staff and other agencies.</li> <li>To assist in the testing and assessment of individual pupils.</li> <li>To input relevant information on pupil progress into computer records.</li> </ul> |   |
| <b>2.2 People</b>  |   |
| There are no people responsibilities for this post.  |   |
| <b>2.3 Safeguarding</b>  |   |
| <ul style="list-style-type: none"> <li>Support the Headteacher in promoting and safeguarding the welfare of the children, young people and vulnerable adults for whom she/he is responsible for or comes into contact with. The postholder must read and understand the most recent Part 1 of Keeping Children Safe in Education, signing to state that this has been completed.</li> <li>Carry out Annual Safeguarding training.</li> <li>Refer any safeguarding issues to the school's DSL immediately and record concerns on the relevant IT system.</li> <li>Ensure compliance to Safeguarding Policies and Procedures within the MAC.</li> </ul>  |   |
| <b>2.4 Health &amp; Safety</b>   |   |
| Health and safety laws require all employees to help the School maintain and improve health and safety standards. This means that the post holder must take reasonable care of his/her own and others' health and safety and co-operate with any reasonable request to support the School, managers and other employees, in meeting their health and safety legal responsibilities. Line managers have additional responsibilities to ensure that policies,  |   |

## **2.4 Health & Safety**

procedures and safe systems of work are implemented on a daily basis. All duties and responsibilities must be carried out in line with the School's Health and Safety Policy and any local safety procedures.

## **2.5 Policies & Procedures**

The post holder will be accountable for ensuring that he/she is aware of relevant school policies and that all duties and responsibilities are carried out in line with the appropriate policies and procedures.

## **2.6 Information Management**

As an employee of the School, the post holder will be expected to manage information in accordance with School policies. The post holder will ensure that information used is held and transmitted securely in a manner commensurate with its sensitivity, and that it complies with the provisions of the General Data Protection Regulations 2018.

## **3. Other Conditions**

### **3.1 Mobility**

Whilst this post is initially to a specific post, the post holder may be exceptionally required to transfer to any post appropriate to their grade at such a place as in the service of the school they may be required.

### **3.2 Equal Opportunities**

Our Lady and All Saints Multi Academy Company is committed to Equal Opportunities and expects all staff and volunteers to recognize and value differences and to treat everyone with dignity and respect.

### **3.3 Variations to Job Descriptions**

Due to changing customer demands, duties and responsibilities are likely to vary from time to time and the School therefore retains the right to amend job descriptions to reflect changing requirements.

### **3.4 Training and Development**

The school is committed to the personal and organisational development of the individual. The post holder will be encouraged to identify job-related development needs.

**St Peter's Catholic School, part of Our Lady and All Saints Multi Academy Company (the MAC), has a responsibility for and is committed to safeguarding and promoting the welfare of children, young people and vulnerable groups. All employees and volunteers are expected to share this commitment.**





## Person Specification

|                                       | Essential Criteria   | Desired Criteria   | Measured by   |
|---------------------------------------|--|--|---|
| <b>Education &amp; Qualifications</b> | <ul style="list-style-type: none"> <li>• Maths &amp; English GCSE Grade C or above or equivalent.</li> <li>• Level 3 Qualification.</li> </ul>   | <ul style="list-style-type: none"> <li>• Degree or equivalent</li> </ul>   | <ul style="list-style-type: none"> <li>• Application Form</li> <li>• Certificates</li> </ul>                    |
| <b>Skills &amp; Abilities</b>         | <ul style="list-style-type: none"> <li>• Reliable and dependable</li> <li>• Able to work well with young people.</li> <li>• Excellent interpersonal and communication skills [written and oral] at appropriate level for interaction with a variety of service users</li> <li>• Able to display emotional resilience and work calmly, reliably and accurately under pressure, to timescales</li> <li>• Able to work unsupervised yet as part of a wider team</li> <li>• Good sense of humour.</li> </ul>   | <ul style="list-style-type: none"> <li>• Able to manage a class of pupils.</li> </ul>  | <ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> <li>• References</li> </ul> |
| <b>Experience &amp; Knowledge</b>     | <ul style="list-style-type: none"> <li>• Clear understanding of the role.</li> <li>• Good general level of education – to be able to support pupils across a range of subjects with the set work.</li> </ul>   | <ul style="list-style-type: none"> <li>• Learning Support Assistant qualifications.</li> <li>• Teaching qualifications.</li> </ul> | <ul style="list-style-type: none"> <li>• Interview</li> <li>• References</li> <li>• Task</li> </ul>             |
| <b>Core Qualities</b>                 | <ul style="list-style-type: none"> <li>• Personal Effectiveness: makes things happen; operates with resilience, flexibility and integrity</li> <li>• Communication: shares and listens to information, opinions and ideas using a range of effective approaches.</li> <li>• Self Awareness: learns continuously and effectively adapts behaviour in response to feedback</li> <li>• Service Delivery: understands customer needs and responds appropriately, including the need to challenge.</li> <li>• To ensure confidentiality at all times.</li> <li>• To remain calm and professional at all times.</li> <li>• Committed to personal development.</li> </ul> |  | <ul style="list-style-type: none"> <li>• Interview</li> <li>• Task</li> </ul>                                   |

## Person Specification

|                           | Essential Criteria  | Desired Criteria   | Measured by   |
|---------------------------|---|--|---|
| <b>Other requirements</b> | <ul style="list-style-type: none"> <li>• Flexible approach to work and hours, with an ability to respond to varied requirements.</li> <li>• Be able to maintain confidentiality and deal with sensitive issues.</li> <li>• Commitment to a comprehensive and holistic education</li> <li>• Enthusiastic approach</li> <li>• Self-motivated</li> <li>• Able to use initiative</li> <li>• A team-player</li> <li>• Supportive of the Catholic ethos of St. Peter's Catholic School</li> </ul> | <ul style="list-style-type: none"> <li>• Willingness to contribute to the wider life of the school.</li> </ul> | <ul style="list-style-type: none"> <li>• Interview</li> </ul> |

### Requirements of the Post

The employment checks required of this post are:

- Evidence of entitlement to work in the UK and essential qualifications
- Two good references
- Evidence of a satisfactory safeguarding check e.g. an Enhanced DBS Disclosure
- Confirmation of medical fitness for employment as required
- Registration with appropriate bodies (where applicable)
- Overseas checks (where applicable)

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An online search will also be carried out as part of due diligence on all short-listed candidates.



## Notes to Applicants

Applications will only be accepted from candidates completing the application form in full. **CV's will not be accepted in substitution for completed application forms.**

Interviews will be offered to those applicants who best demonstrate how their skills, abilities and experience match the person specification and job description.

Closing date for applications: Monday 15<sup>th</sup> July 2024 at 9.00am

Interview date: Week commencing 15<sup>th</sup> July 2024

### Applying

If you decide to apply for this position, please return your completed application form and formal letter of application by email to [recruitment@st-peters.solihull.sch.uk](mailto:recruitment@st-peters.solihull.sch.uk) .

All appointments are subject to the usual pre-employment checks to meet vetting and barring requirements. For more information about the school, please visit [www.st-peters.solihull.sch.uk](http://www.st-peters.solihull.sch.uk).

