

Cover Teacher



Cornwallis Academy



Build your Career, Shape your Future, Apply today

Cornwallis Academy is a Good school with over 1300 students educating the next generation of young people aged between 11 and 18.

Cornwallis Academy is part of Future Schools Trust, a dynamic and inclusive multi-academy trust, founded in 2007.



A great place to be



Cornwallis Academy
Ambitions for All

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Welcome from the Headteacher

Samantha McMahon
BA (Hons) | NPQH



At Cornwallis Academy we welcome enthusiastic educators who are eager to be a part of our dynamic school team. We are seeking dedicated Individuals who aspire to go above and beyond in creating unforgettable educational experiences for all our students.

Cornwallis is a fully inclusive school, enabling all students to be the best they can be by having 'ambitions for all'. In line with our 'SMILE' ethos, our aim is to motivate, inspire, excite and engage all students so that they can be successful.

We place students' wellbeing at the heart of everything we do. A strong community ethos permeates, throughout the school, focusing on learning and progress as well as the whole child. Our popularity continues to grow with record student numbers at an all-time high.

Our aim is to ensure that all students achieve their full potential within a safe and nurturing environment. We also aim for all our students to develop as confident, courteous and capable young people.

We have an excellent team of teaching and support staff, who are committed to ensuring lessons are engaging and challenging. We offer support where support is needed and stretch and challenge each child to do the best they can. It is important for us to deliver a broad and balanced curriculum to allow students to discover their interests.

We offer a number of prestigious scholarship programmes, in Art, Football (in partnership with Maidstone United Football Club) and Dance (in partnership with Maidstone Dance Studios).

We are also proud of the pastoral care we provide for our students and do everything in our power to make them feel valued and part of a community.

We look forward to welcoming you to Cornwallis Academy.

Samantha McMahon

Post:	Cover Teacher
School:	Cornwallis Academy
Responsible to:	SLT
Salary:	Unqualified Teacher Pay Scale

Are you passionate about creating an enriching educational environment? An exciting opportunity has arisen to join our exceptional school. We are seeking a dedicated individual, responsible for providing an exciting, inspiring learning space for students.

Main duties and responsibilities

You will be required to cover all subjects as a cover teacher. We are seeking strong candidates with a high level of initiative and strong classroom management skills. You will be an enthusiastic individual who is able to use your own initiative whilst also being able to relate well and establish a rapport with young people. You will need to be flexible and able to work constructively as a team, understanding classroom roles and responsibilities. You will also be required to participate in development and training opportunities as and when they arise.

Purpose and Accountability

1. To ensure that students learn and develop effectively and in a disciplined way.
2. To ensure that every student has a successful and enjoyable educational experience.
3. To contribute to the planning of programmes of study and lessons, as well as the evaluation of teaching and learning within the department.

2. Qualified and Unqualified Teachers

2.1 You are to carry out the duties of a school teacher as set out in Pay and Conditions Document 2013 and subject to any amendments due to government legislation. This includes any duties as may be reasonable directed by the Headteacher.

2.2 All staff are expected to uphold the school's principles and policies which underpin good practice and the raising of standards.

2.3 Demonstrate a thorough and up-to-date knowledge of the teaching of your subject and take account of wider curriculum developments which are relevant to your work.

2.4 Consistently and effectively plan lessons and sequences of lessons to meet students individual learning needs.

2.5 Consistently and effectively use a range of appropriate strategies for teaching and classroom management.

2.6 Consistently and effectively use information about prior attainment to set well-grounded expectations for students and monitor progress to give clear and constructive feedback.

2.7 Take responsibility for your professional development and use the outcomes to improve your teaching and students learning.

2.8 Make an active contribution to the policies and aspirations of the school.

Person Specification

Essential

- Subject knowledge sufficient to challenge able students and achieve high outcomes
- Awareness of strategies available for improving learning & achievement
- A good understanding of curriculum developments in the specific subject area - Familiarity with national strategies
- Ability to use a range of teaching & learning strategies
- An understanding of how assessment for learning can improve student performance
- Ability to use student data to raise standards
- Ability to communicate both orally and in writing to both students and parents
- Enthusiasm and positive outlook
- A positive attitude towards professional development and their own learning
- Reliability and integrity

Desirable

- A good honours degree or interest in completing a degree
- An ambition to become a qualified teacher
- A confident and competent user of ICT
- Knowledge and understanding of how ICT can be used in the teaching of a subject to enhance learning
- The ability to work independently and collaboratively as a member of a team
- Creative in problem solving together with a willingness to take on or try new approaches and ideas
- Good personal organisation

Welcome from the Chief Executive Officer

Isabelle Linney-Drouet

BA (Hons) | NPQH



Welcome to Future Schools Trust: **Relentless Ambition for Young People.**

We aim to achieve our vision by bringing together our family of schools to create a cohesive and aspirational community which enables every child and member of staff to exceed their expectations.

Our values are:

- Integrity
- Respect
- Resilience
- Strong Work Ethic
- Collaboration
- Equality

The best interests of young people guide every ambition and decision we take. We are passionate in our belief that schools are stronger when they work together whilst being proud and protective of the unique identity of each of our schools in the Trust. Maintaining a strong moral purpose and supportive but challenging culture is central to everything we aim to achieve.

I hope this introductory letter provides a sense of our culture and ethos and our direction of travel. If you decide to apply, we appreciate how long it takes to apply for jobs, but please do not send a general application; we are looking for someone prepared to respond to us, respecting where we are at on our journey as a Trust. You can be sure that we will take time and care in reading your personal application.

Electronic application forms should be completed on the Every Portal which you can access at www.cornwallisacademy.com/vacancies.

Best wishes

A handwritten signature in black ink, appearing to read 'Isabelle Linney-Drouet', written over a light blue abstract background shape.

Isabelle Linney-Drouet
Chief Executive Officer

Application:

We welcome applications from all qualified candidates, including neurodivergent individuals. If you are excited about this opportunity and believe you are a great fit for our team, please complete our School Application Form, we are unable to accept CVs. Electronic application forms should be completed on the Every Portal which you can access at www.cornwallisacademy.com/vacancies.

If you would like to take a look around our fantastic facilities and meet the staff that you could be working alongside, please email recruitment@futureschoolstrust.com to arrange a visit.

Health & Safety:

So far as is reasonably practicable, the postholder must ensure that safe working practices are adopted by employees, and in premises/work areas for which the postholder is responsible, to maintain a safe working environment for employees and students/pupils.

Safeguarding:

Future Schools Trust is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Future Schools Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All successful candidates will have to meet the person specification and will be subject to an Enhanced DBS check.

Future Schools Trust is dedicated to attracting the right teachers and support staff who are committed to developing and nurturing our students and we must provide the rewards for that to happen.

Alongside providing a competitive pay and benefits package, we offer lifestyle discounts for retail purchases and tax-efficient schemes for childcare and cycle-to-work purchases.

Pension Scheme:

From your start date you can join either the Teachers Pension Scheme or the Kent County Council Pension Scheme. Contributions are made based on your salary scale.

Annual Leave:

For support staff annual leave starts at 25 days a year plus Bank Holidays and increases after 5 years' service.

Cycle to work scheme:

We offer a cycle to work scheme, this tax beneficial scheme encourages employees to cycle to work or take advantage of the scheme to purchase a bicycle for leisure.

Retail, Health & Social Offers through Kent Rewards:

With Kent Rewards you can also get great discounts on pretty much everything you can imagine! Whether it's a meal at a restaurant, a trip to the cinema, or even a visit to a theme park there are plenty of ways that you can save.

Other offers:

- Benenden Private Healthcare Scheme – Optional to Join
- Specsavers Vouchers
- Full access to our Employee Assistance Programme, 24/7

[Click here to view all our employee benefits.](#)





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