



# TheNorth school



## LUNCHTIME SUPERVISOR Recruitment Information Pack



*Putting Achievement First*

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**LUNCHTIME SUPERVISOR  
RECRUITMENT INFORMATION PACK**

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Dear Applicant

Thank you for showing an interest in the post of lunchtime Supervisor at our school.

This is an extremely exciting time to join The North School on its journey to be outstanding. Our aim is to ensure that every single member of the school community is putting achievement first, fostering resilient, independent, happy and confident learners who leave school with the right skills and qualifications for the world they are growing into.

The North School has entered an exciting stage of its development. After the best ever exam results in Summer 2016, in partnership with the Swale Academies Trust we continue to be focused on school improvement and continuous learning for both our students and staff. We are particularly proud of the recent advances in oracy and students' leadership.

We look for talented and committed people and work hard to keep them, helping them reach as high as they can. We are looking for somebody that has high expectations of themselves and of others to join our staff team. In return we offer access to our outstanding teacher programmes; outstanding leadership programme and out shadow leadership scheme.

We are looking to recruit a teacher with a good grasp on good and outstanding teaching, confident in their ability and able to consistently deliver effective lessons and learning with a positive approach.

You should possess excellent communication and organisational skills, be hard working, flexible and professional. Have high expectations of students, colleagues and yourself, displaying energy and enthusiasm in and out of the classroom, contributing to the school's overall success. A willingness to contribute to other areas of school life would be welcome.

I want The North School to be outstanding a strong part of the local community. If you share our commitment to educational excellence, we want to hear from you.

Yours sincerely



**Mrs Anna Lawrence**  
Head of School

## WORKING WITH SWALE ACADEMIES TRUST

Welcome from the Chief Executive Officer  
Swale Academies Trust

Since its creation in September 2010 Swale Academies Trust has become a strong and successful school improvement service, specialising in taking schools in Ofsted category and turning them into good schools. A glance at the most recent Ofsted reports for Westlands Primary School, Meopham School, The North School, Regis Manor School and Sittingbourne Community College, will all point to the effectiveness of the Trust in bringing about change and providing and enabling excellent leadership. First and foremost Swale Academies Trust is about the provision and development of high quality leadership and management.

We don't seek to develop clone schools that deliver education in a regimented manner. Rather, we value the development in our schools of a spirit of enquiry and action research that provides the best possible education that is right for students in a local setting. We do however collectively value and strive for all students to produce beautiful work which showcases their development over time of which they, their teachers and support staff and parents can be really proud. We are proud of our schools and we strive for a sense of shared pride in the achievements of all of our students.

Our ambition is driven by enabling schools and children to succeed. We have a wide range of excellent and highly accomplished senior leaders who lead with a sense of purpose, charisma and a set of shared values. The Trust is fortunate to be overseen by a Board of Directors who share leaders' values and who provide the highest quality challenge and support.



Jon Whitcombe  
CEO Swale Academies Trust



## INTRODUCTION

We are proud that The North School is a happy and improving school where students and teachers enjoy learning together. An experienced team of colleagues provide all students with the best possible opportunities, both inside and outside of the classroom. Our teachers encourage all students to develop their resilience and independence.

Our students are expected to treat each other and staff with care, courtesy and consideration. They are taught to always try their very best at whatever they do and to value the progress they make as individuals. We value a community approach to education to ensure that there is a broad range of expertise within the school. This enables our students to be supported in all areas, so that they may strive to reach their full potential in school and in their future lives.

At The North School we recognise that the students are at the centre of the learning experience and that they all come with different needs and abilities, not to mention interests and strengths. Therefore we continually review the curriculum diet available; to ensure that it best reflects the national picture and the needs of the students. This enables us to make the learning experience as skills based as possible with a broad range of subjects and an emphasis on personal achievement.

Working in partnerships with parents and the local community is important to us. Collaboration with parents to ensure that every pupil in our care reaches their full potential is highly valued. We encourage all parents to get involved in the life of the school. The well-established Parents' Forum offers an excellent opportunity to influence the developments at the North School.

Our classroom practice and academic achievement are supported by a wide range of facilities that include a Basketball Academy, excellent sports facilities and clubs, a climbing wall and even a full working farm that has achieved great success at the Kent Show. All these elements contribute towards our safe, positive and varied learning environment that will enable your child to achieve their full potential and enjoy their time with us.



## SCHOOL'S VALUES AND ETHOS

The North School recognises that people have different strengths and interests and we aim to give individuals the opportunity to develop those further where possible.

We expect students to have high expectations of themselves, to share our aim of 'putting achievement first' and to commit to the school's values,

As a school we value:

- **Challenge:** Everyone is expected to do their best, never settle for second best and show a determination to achieve high standards in whatever they do
- **Respect:** The school upholds each individual's right to learn and respects different views, opinions and beliefs; showing kindness and consideration towards others is a baseline
- **Resilience:** We understand that long-term success requires perseverance, quality improvements to students' work and the ability to learn from mistakes
- **Community:** We believe that being part of the school community makes us stronger; caring for each other and supporting our local community helps us achieve our very best.
- **We learn together, we celebrate together and we support each other through challenges.**
- **Leadership:** The school believes that the voice of students and the leadership they show should play a significant part in the life of The North School.





## THE APPLICATION PROCESS

Within this pack you will find a document detailing the responsibility of the role and a person specification listing the requirements you must meet to satisfy the selectors at the shortlisting stage. You should ensure that you address each of the points within the person specification in your application. Whether or not you are selected for interview will be determined solely on the information provided in your application form.

Should you be shortlisted for interview your suitability for the post will be explored including your motivation to work with children and young people and your understanding of appropriate boundaries.

Please limit any additional information to two single sides of A4 Paper. Please note CVs will not be considered. Applications should be typed or written in black ink.

All posts are offered subject to:

- A satisfactory Enhanced check from the Disclosure and Barring Service or Disclosure Scotland
- Identity Verification
- Verification of your entitlement to work in the UK
- Verification of any relevant qualifications, including Qualified Teacher Status if you are applying for a post requiring QTS
- Receipt of 2 satisfactory references
- Satisfactory pre-employment health clearance.

Copies of examination certificates or any further professional qualifications will need to be provided at interview stage.

Please note that this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind overs, including those regarded as spent must be declared. Providing false or misleading information could result in the application being disqualified or summary dismissal if in post.

References will be taken up prior to interview. Referees should be able to comment on your professional suitability for the post you have applied for. One referee **should** be your current or most recent employer.

Completed applications should be returned to [recruitment@north.kent.sch.uk](mailto:recruitment@north.kent.sch.uk) or by post addressed to Mrs Jo Manning, Personnel/Recruitment Manager, The North School, Essella Road, Ashford, Kent TN24 8AL. If returning your application by post, please ensure your envelope contains the correct postage. If you would like us to acknowledge receipt of your application form, please enclose a stamped addressed envelope with your application.

Closing date for applications is as per the recruitment site.

Shortlisting and interviews will take place shortly after the closing date. An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within two weeks of the closing date please assume your application has been unsuccessful.

If you have any queries on any aspect of the application process or need additional information please contact the Recruitment Team on 01233 614600 ext. 210.

## LUNCHTIME SUPERVISOR

**1.5hrs per day : Term Time Only**

**KR 2 : £17,364.00 per annum  
(pro-rata salary : £2,912 per annum)**

We are currently seeking applications for the role of lunchtime supervisor at The North School.

We are looking for an enthusiastic and caring individual to take responsibility for providing a safe and secure atmosphere over the lunchtime periods. You will need to be a calm, responsible person who enjoys being in the company of older children.

The successful applicant will be joining a school that is committed to providing a safe environment for its students. If you are looking for a part-time role that works around your family life or other commitments this is a great opportunity for you.

Previous or similar experience would be an advantage but training will be given.

Further details about the school can be found on our website [www.north.kent.sch.uk](http://www.north.kent.sch.uk) and further information about the vacancy can be obtained from the school via email at [recruitment@north.kent.sch.uk](mailto:recruitment@north.kent.sch.uk)

*The North School is committed to safeguarding and promoting the welfare of young people, and expects all staff and volunteers to share in this commitment. Any successful candidate will be required to undertake an Enhanced Disclosure by the Disclosure & Barring Service.*

*The North School is an Equal Opportunities Employer*



## JOB DESCRIPTION

<b>JOB DESCRIPTION:</b>	LUNCHTIME SUPERVISOR
<b>GRADE:</b>	KENT RANGE 2
<b>HOURS OF WORK:</b>	1.5hrs per day, term time only
<b>LINE MANAGER:</b>	SENIOR ASSISTANT HEADTEACHER

### 1. Purpose of job

To work as a member of a team providing a consistent and high standard of support with the minimum of supervision to help the Head of School and Senior Leadership Team raise standards across the school. To undertake duties to ensure effective supervision of students over the lunchtime period.

### 2. Principal accountabilities:

- a) To be responsible to the head of school and senior leadership team for the supervision of children throughout the school across the lunchtime break.
- b) To supervise all areas, both inside and outside, where students congregate during the lunchtime break to make the lunchtime discipline as efficient as possible.
- c) To ensure the efficient supervision of queues waiting to enter the dining room, toilets and any other areas where queues may form.
- d) To report any minor accidents and spillages to the help desk and report any serious incident to a member of the senior leadership team immediately.
- e) To check that all students return to the classroom at the end of the lunchtime break.
- f) To undertake such additional or altered duties as the Headteacher may from time to time assign.
- g) To take part in additional training and performance review with the line manager on an annual basis.
- h) Exercising tact and discretion about any confidential information seen or heard during the fulfilment of his/her duties.
- i) Participate in training and other learning activities as required and attend relevant meeting to ensure own continuing professional development.
- j) Be aware of and comply with policies and procedures relating to child protection, equal opportunities, health, safety, security, confidentiality and data protection, reporting any concerns to the appropriate person, to maintain a safe and secure learning environment for students.
- k) Undertake any professional duties reasonably delegated to you by the Head of School, Deputy Head or Line Manager

### 3. Necessary Experience:

- A mature and sensitive manner and excellent inter-personal skills are required.
- An ability to work confidentially, efficiently and on own initiative is essential.
- Flexibility and adaptability.

### 4. Job context:

The postholder has day to day contact with the Headteacher, staff, students, parents and Governors, as well as staff from the Area Education office, other Kent County Council Departments, the Department for Education and other agencies, other schools, the local community and representatives of a wide variety of goods and services.

Your duties may be varied to meet the changing demands of the school at the reasonable discretion of the Head of School.

As a term of your employment you may be required to undertake other such duties as may reasonable by required of you, commensurate with your grade, as requested by your line manager or the Head of School.

## PERSON SPECIFICATION

<b>JOB TITLE:</b>	LUNCHTIME SUPERVISOR
	<p>The following outlines the <b>criteria</b> for this post. Applicants who have a disability and who meet the criteria will be shortlisted.</p> <p>Applicants should describe in their application how they meet these criteria.</p>
<b>QUALIFICATIONS:</b>	<ul style="list-style-type: none"> <li>• None required.</li> </ul>
<b>EXPERIENCE:</b>	<ul style="list-style-type: none"> <li>• Supervising children within a school environment.</li> <li>• Supervising children as a parent/carer.</li> <li>• Working with groups of children on a voluntary or paid basis.</li> </ul>
<b>SKILLS / ABILITIES:</b>	<ul style="list-style-type: none"> <li>• Work as part of a group or individually.</li> <li>• Inspire trust and confidence in children.</li> <li>• Encourage high standards of behaviour from students at all times.</li> <li>• Liaise with colleagues in a professional manner; observe the boundaries of the role and respect confidential information.</li> <li>• Relate to children at their level.</li> <li>• Remain calm in a crisis.</li> <li>• Recognise behaviour giving cause for concern and inform teaching staff.</li> </ul>
<b>KNOWLEDGE:</b>	<ul style="list-style-type: none"> <li>• Managing the behaviour of groups of children.</li> <li>• Knowledge and compliance with policies and procedures relevant to child protection and health and safety.</li> </ul>

The North School is committed to safeguarding and promoting the welfare of children and expects all staff to share in this commitment.

This post will require an enhanced disclosure under the Disclosure and Barring Service.

The North School Facts and Statistics :	
Type of School	Community School
Age Range	11-19
Location	Ashford, Kent
Gender	Mixed
Specialisms	Sport, ICT and Rural Dimension
Number of students on roll	870
Attendance	93.5% (2016)
Number of teaching staff	80
Number of associate staff	65
% of students on free school meals	13.2% (2016)
% of students with SEN	3.1% (2016)
% of students with EAL	9.8% (2016)
GCSE results	41% (2014)
5+ A* to C (and equivalent including English and Mathematics)	26% (2015) 56% (2016)
Number of students in Sixth Form	144
Ofsted Inspection Report – Sept 17	<a href="https://reports.ofsted.gov.uk/inspection-reports/find-inspection-report/provider/ELS/118832">https://reports.ofsted.gov.uk/inspection-reports/find-inspection-report/provider/ELS/118832</a>