

Our Lady's Catholic High School



Application Pack

COVER SUPERVISOR





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Our Lady's Catholic High School



Headteacher – Richard Charnock

Thank you for your interest in the position of Cover Supervisor at Our Lady's Catholic High School.

Our Lady's Catholic High School is a highly successful oversubscribed 11–16 mixed High School of 900 pupils serving mainly the Catholic community in the north of Preston. We have an excellent reputation and are consistently ranked as a high performing school. We place an emphasis on helping each child reach their full potential and provide a safe, loving environment where our pupils can grow and develop to become One of Ours.

Behaviour and relationships in our school are very strong and all teachers use our highly respected and successful system for managing behaviour and relationships called 'Behaviour 4 Learning'. This is supported by a sophisticated system for rewarding pupils for being fit to learn and for commitment to school life.

An exciting opportunity has now arisen for the position of Cover Supervisor to facilitate high quality learning within the classroom in the absence of the regular teacher. The successful candidate will need to possess excellent written and oral communication skills and be a strong team player and must have 5 A*- C GCSE's including Mathematics and English or equivalent, have experience of working with children of a relevant age and have the ability to supervise, support and assist pupils.

This position is for 27.40 hours per week, term time only plus one week, with working times 8.40am to 3.00pm Monday, Wednesday, Thursday and Friday and 8.40am to 2.30pm on a Tuesday. If successful, the salary received based on the hours and weeks specified will be between **£18,085 and £21,169** per annum.

The closing date for application is **12 noon on Monday 1st June 2026**. Please note that in line with Keeping Children Safe in Education 2025, an online search will be carried out as part of our due diligence on shortlisted candidates. CVs are not accepted, to apply for this vacancy you need to complete the application form attached.

I hope you will feel encouraged to apply for this post and I look forward to receiving your application. We welcome applications from ambitious and passionate individuals and our mission is to appoint the best available candidate to this key role in our school.

Potential candidates are very welcome to visit our school and see for themselves our wonderful pupils and staff. Should you want to discuss the post further or indeed want to visit the school, please do not hesitate to contact Eve Howard, Deputy Headteacher on 01772 326900.

Yours sincerely

R Charnock





Our Lady's Catholic High School

School information for Candidates

Introduction

Our Lady's Catholic High School is a highly successful, oversubscribed, 11–16 mixed High School of 900 pupils serving mainly the Catholic community in the north and west of Preston. As a Voluntary Aided high school, we are part of the Catholic Diocese of Lancaster. The Rt Rev. Paul Swarbrick is our Bishop.

History of Our Lady's Catholic High School

Our school was founded in 1988 as the result of a lengthy consultation process within the Diocese of Lancaster. The then five Catholic secondary schools were reduced to three. The two schools which amalgamated to form Our Lady's were: St Edmund Campion in Lea and St Cuthbert Mayne, which already occupied the current site of Our Lady's in Fulwood. Our school's identity is very much defined by the parishes and the ten primary schools which form our family, and these have ensured a clear continuity from the two former high schools.

Our Ethos and Mission

Our Lady's is first and foremost a Catholic School. It follows from this that the ethos of our school should reflect the values proclaimed by Christ in the Gospels and recognises the unique value of each individual.

Our Mission is to be a Faith Community which, through following Gospel Principles, acts as a positive example, both within our own and our extended community.

Core Principles

Everyone at Our Lady's has the right to:

Develop their faith in a supportive context

At Our Lady's this means we remain true to the teachings of the Holy Catholic Church while respecting the traditions of all faiths. We look to support all people in developing a love of God and their fellow people both within and outside of our school community.

Work and learn to the best of their abilities

At Our Lady's this means that pupils should be well prepared for lessons by bringing the correct books and equipment. In class pupils should help others to learn by trying hard, listening well and being aware of the learning needs of others. Staff should be well prepared by planning appropriate, challenging lessons and providing regular feedback on progress. Everyone should value their gifts given by God and contribute to the life of our school.

Be treated with respect at all times

At Our Lady's this means that we should speak in a way that supports others and helps each individual to grow and feel a welcome part of our school community. Opportunities, help and support will be given to all pupils and staff regardless of their gender, faith, race or background.

Feel safe

At Our Lady's this means that disagreement should always be resolved through discussion. The behaviour of everyone should contribute toward creating a calm and peaceful community. People who have worries about bullying behaviour should be taken seriously, their concerns investigated and appropriate action taken. Everyone should look out for others and report any concerns.

Our Pupils

Our catchment has remained very stable for many, many years. In recent years we have been very heavily oversubscribed with around 240 first place choices for our 180 places and well over 700 applications overall. We therefore have a wonderfully diverse population with strong numbers of Muslim, Hindu and Sikh pupils and a variety of other Christian faiths. Our percentage of baptised Catholics is about 79%. None of our families ask for their children to opt out of any of our collective worship programme as they are all 'One of ours'. There is no academic selection of any kind nor social selection based on number of church attendances. Some of our wards are affluent and others are very disadvantaged indeed. We serve the absolute range of society with our overall population skewed slightly to more advantaged.

*“Students are focused,
mature, confident... friendly and happy”*
LANCASHIRE SCHOOL ADVISER

Catholic Teaching Alliance

In 2014 we were awarded the status of National Teaching School. Our plan was to create the Catholic Teaching Alliance (CTA), an association of Catholic schools, mostly within the Diocese of Lancaster, where the Catholic teachers and educational leaders of the future are trained. In part, this was a response to one of our objectives from our 2012 Ofsted report which was to 'Share more widely outstanding practice evident in school, for the benefit of students and teachers, including the use of digital history to aid learning.' It was also an expression of our belief in working in partnership with other schools for the greater good of Catholic education and to develop succession planning. The core business of the CTA is initial teacher training which we do in partnership with the University of Cumbria. The CTA base is here at Our Lady's in the Training Centre, a bespoke building from which both administration and many taught elements take place. To date we have trained approaching 250 people as potential teachers within our Catholic schools.

In 2021 the government changed the Teaching School system to one that is led by far fewer Teaching School Hubs. We did not meet the criteria to apply as our Ebacc figure was too low. We are therefore no longer a Teaching School as of September 2021, but the work of the CTA continues with strength through ITT (Initial Teacher Training).

Abacus Maths Hub

In 2018, following a competitive selection process, we became a pilot Maths Hub school with a view to becoming a lead school of a Maths Hub two years later. At the end of the first year of the pilot we were asked to become the joint lead school with Cardinal Newman School and so was created the Maths Hub, Abacus North West, which serves over 600 schools. Cardinal Newman School is the outstanding Catholic VI Form school in Preston and the significant majority of our pupils' progress there.

Behaviour & Relationships

We are very proactive about bullying and discrimination of any kind. We teach about such matters in our Personal Development programme; we research regularly with our pupils and staff to discover instances and we deal robustly with all examples.

Behaviour and relationships in our school are outstanding. Our teachers use our highly respected and successful system for managing behaviour and relationships called, 'Behaviour 4 Learning'. This is supported by a sophisticated system for rewarding pupils for being fit to learn and for commitment to school life. Our reward system is valued greatly as exemplified by how our pupils, from years 7 to 11, all wear their badges every day on their school jumper with pride. Our uniform is simple, affordable and is worn consistently by everyone. When you put on our uniform, you put on our school, because you are One of Ours.

“Behaviour is consistently outstanding”
LANCASHIRE SCHOOL ADVISOR



Job Description

Accountabilities/Responsibilities appropriate for this post:

- To work collaboratively with teachers in the planning, development and evaluation of the effectiveness of the curriculum for pupils and differentiate curriculum content according to the needs of pupils;
- To implement specific programmes with individual pupils or small groups appropriate to the developmental needs of individual pupils throughout different curriculum areas in the absence of the regular teacher;
- To undertake cover supervision for whole classes in the absence of the regular teacher;
- To assist in providing a purposeful, orderly and supportive environment for learning;
- To develop positive relationships with pupils and staff to assist pupil progress and attainment;
- To support the promotion of positive relationships with parents/carers and outside agencies;
- To record work on a regular basis and to prepare reports as required;
- To monitor individual pupil's progress and report on pupils' needs, achievements and concerns;
- To assist in pupil supervision and the management of behaviour;
- To undertake classroom administrative tasks including class lists;
- To assist with arrangements for administering pupil work experience;
- To undertake marking of pupil's work and record achievement;
- To administer tests and assist in the invigilation of exams;
- To assist in the supervision of pupils on trips/visits;
- To attend meetings and training sessions as required;
- To undertake other duties as required commensurate with the role;
- To lead collective worship with groups at the start and end of each day;
- To take an active approach to safeguarding pupils, following published policies and procedures.

To support the school and its wider community:

- To play a full part in the life of the school community, to support its distinctive mission and Catholic ethos and to encourage and ensure staff and students to follow this example.
- To assist in providing an atmosphere in which effective learning can take place.
- To support the promotion of positive relationships with parents, carers and outside agencies.
- To work within school policies and procedures.
- Demonstrate an awareness of confidentiality and abide by confidentiality requirements in relation to duties undertaken in the role.
- To attend staff training as appropriate.
- To take care of their own and other people's health and safety.
- To be aware of the confidential nature of issues related to home/pupil/teacher/school work.

Please note that under the Criminal Justice and Court Services Act 2000 it is an offence for an individual who has been disqualified from working with children to knowingly apply for, offer to do, or accept or do any work in a regulated position. An individual is disqualified from working with children if he/she is included on certain lists held by the Disclosure and Barring Service, or has been disqualified from working with children as part of a sentence.

Our Lady's Catholic High School



Person Specification

Post title: Cover Supervisor	Grade: 6		
Selection Criteria	Essential (E) Desirable (D)		Method of Assessment
	E	D	
			Application – A Interview – I Task - T References - R
Qualifications			
GCSE English Language and Maths Grade C or above (or equivalent)	✓		A
Skills, Knowledge and Experience and Abilities			
Experience of working with children of relevant age	✓		A, I
Experience of providing supervision, support and assistance in a classroom setting		✓	A, I
Administrative/organisational experience		✓	A, I
Ability to supervise, support and assist pupils in the absence of the regular teacher	✓		A, I, T
Ability to plan and deliver work programmes for small groups or individuals	✓		A, I, T
Ability to assess pupil's progress and development	✓		A, I
Understanding of classroom roles and responsibilities	✓		A, I
Ability to apply behaviour management policies	✓		A, I, T
Knowledge of the National Curriculum and other relevant learning programmes	✓		A, I
Ability to effectively use school IT systems including Microsoft Office	✓		A, I
Ability to analyse data	✓		A, I
Ability to maintain professional working relationships with staff in school and outside organisations.	✓		A, I
Ability to maintain a positive caring relationship with pupils, parents, outside agencies and visitors to the school.	✓		A, I
Ability to work calmly under pressure and have the ability to adapt quickly and effectively to changing circumstances/situations	✓		A, I, T
Ability to address sensitive matters whilst maintaining confidentiality at all times.	✓		A, I
Excellent communication and interpersonal skills, written and oral.	✓		A, I, T
Ability to work flexibly as part of a team	✓		A, I
Able to use initiative and work independently.	✓		A, I
Personal Qualities			
Commitment to supporting the Catholic ethos of the school	✓		A, I
Commitment to Health & Safety	✓		A, I
Commitment to safeguarding and protecting the welfare of children and young people.	✓		A, I
Ability to demonstrate a commitment to Equal Opportunity policies in practical terms in the context of service delivery, employment issues and a commitment to customer care	✓		, I

Post title: Cover Supervisor	Grade: 6		
Selection Criteria	Essential (E) Desirable (D)		Method of Assessment
	E	D	Application – A Interview – I Task - T References - R
Empathy and sensitivity to the needs of others	✓		A, I
Highly developed interpersonal skills including influencing skills	✓		A, I
Willingness to constructively challenge the work of self and others to continually improve own and team performance	✓		A, I
Acts with integrity, honesty, loyalty and fairness	✓		A, I
Able to use judgement to deal with daily, unforeseen problems with limited guidance, within established procedures	✓		A, I
Organised and confident	✓		A, I
Has a positive, flexible attitude to their work	✓		A, I
Willing to attend training / meetings as required	✓		A, I
Positive recommendation from all referees, including current employer	✓		R
Has a good attendance and punctuality record	✓		R
Be a positive role model at all times and a highly respected representative of Our Lady's	✓		A, I
Willing to participate in the life of the school and contribute to the extra-curricular programme	✓		A, I



How to apply

Application Details

Please use the CES application form from the school website.

For your supporting statement, we ask that you complete this as a **separate document** rather than completing the section in the CES form. Your supporting statement should be no more than two sides in length using font size 11 Calibri / Arial.

Completed Application Forms should be returned to:

Pam Stott, Headteacher's PA, Our Lady's Catholic High School, St Anthony's Drive Fulwood, Preston, Lancashire, PR2 3SQ.

Please note that only application forms obtained directly from school will be accepted.

T: 01772 326913 F: 01772 760212 Email: ptt@olchs.lancs.sch.uk

Candidates will be invited to interview by telephone and should ensure that a working day contact number is included in their application.

Closing date: 12 noon on Monday 1st June 2026