



TRUE LEARNING  
PARTNERSHIP



# Midday Supervisor (Casual)

Role information



## **Dear Applicant**

Thank you for your interest in applying for the post of Midday Supervisor (Casual) at Lostock Hall Primary School.

### **Midday Supervisor (Casual)**

We are looking for Midday Supervisors to provide cover on a casual basis as and when required.

This position is required to ensure the security, safety, wellbeing, and care of the students and to promote their social, emotional and physical development during the lunch time period.

This is a casual position.

We are a safe, stimulating and friendly school which provides an inclusive, calm, caring and productive learning environment. Our aim is to challenge and support each other and every child to help them realise their potential and to make a positive difference to their lives. Children leave Lostock Hall Primary school very well prepared for their future learning at secondary school and beyond.

I would encourage you to browse the school website ([www.lostockhall.cheshire.sch.uk](http://www.lostockhall.cheshire.sch.uk)) to get a fuller understanding of life at Lostock Hall Primary School. I very much hope that you want to join our team and I look forward to receiving an application from you in due course.

If you are interested in applying for the post, please complete the support staff application form

We very much look forward to receiving your application to join our team.

Graham Hamilton  
Headteacher

# Job Description

<b>POST TITLE:</b>	Midday Supervisor (Casual)
<b>GRADE/SCALE:</b>	Grade 2 £10.60 ph (Cheshire Payscale)
<b>LOCATION:</b>	Lostock Hall Primary School
<b>WEEKLY HOURS:</b>	Casual
<b>WEEKS PER YEAR:</b>	Based on 39 weeks
<b>PURPOSE OF JOB:</b>	To provide cover on a casual basis as and when required.

To ensure the security, safety and wellbeing, and care of the students and to promote their social, emotional and physical development during the lunch time period.

## SPECIFIC RESPONSIBILITIES

- To supervise students, during the lunch period, in the dining hall, outdoor areas and throughout the School premises, ensuring the safety, welfare, physical and mental well-being of students and the maintenance of good order and discipline.
- To liaise with other Midday Supervisors, prior to the beginning of the lunch period and receive any instructions with regard to duties.
- To monitor the behaviour of students discouraging in a positive way any anti-social behaviour, to be alert to the signs of bullying, and other potential hazards and report any incidents to the Headteacher as appropriate.
- To ensure the safety and well- being of students, providing emotional support where necessary.
- To ensure that all students who suffer any injury or accident are dealt with appropriately in accordance with the School's agreed procedures.

## Dining Hall

- Before students enter the dining hall, organise the dinner queue and ensure calm and orderly entrance of students into dining hall and from dining hall to outdoors:
- Promoting and ensuring good behaviour and calm atmosphere
- Dealing with any misbehaviour that may occur addressing issues calmly and politely and in doing so being a role model to the students
- To report incidents, as appropriate.
- To encourage social skills and good table manners, ensuring safety with knives and forks.
- To clean up spillages of food and to organise clearing cutlery and crockery off tables.

## Outdoors

- To supervise and control entrance and exit by students during the lunch break to School premises and ensure calm orderly conduct in accordance with the School's high expectations.
- To challenge any strangers who may enter the School grounds and report any concerns to the Headteacher as appropriate.
- To ensure that students who leave the School site have permission to do so.

## School Premises

- To supervise students and promote good behaviour on the School premises in the hall, classrooms, on stairs and through corridors, during lunchtimes and in addition when students are inside because of inclement weather.

- To ensure that, when classrooms are used during the Midday break because of inclement weather that the students are quietly occupied and that the classroom is left tidy, ready for afternoon School.
- To check toilet areas regularly to ensure that they are clean and being used appropriately. To take part in training appropriate to the job of midday supervisor.
- To take part in any performance management arrangement made by the School.
- To undertake any other duties consistent with the purpose of the job.

## **OTHER RESPONSIBILITIES**

- Take an active part in appraising their own work against agreed priorities and targets in accordance with the school's performance management
- Contribute to the School Improvement Plan targets.
- Undertake any necessary training associated with the duties of the post.
- Be aware of and comply with policies and procedures relating to child protection, security, confidentiality, equal opportunities and data protection, reporting all concerns to the appropriate person.
- Comply with the Health and Safety Policy of the school with regard to the wellbeing of themselves and others
- Carry out other duties commensurate with the level and grade of the post as directed by line or day-to-day management
- The responsibilities and duties attached to this role will be reviewed annually as part of the performance management process and may be subject to change. Any amendments requiring a change in grade or that are not within the general remit of the role will only be made after consultation with the post-holder.

## **SAFER RECRUITMENT STATEMENT**

Lostock Hall Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

## **CORE RESPONSIBILITIES FOR ALL TRUST EMPLOYEES**

### **Health & Safety**

All staff within The TRUE Learning Partnership are required to remain vigilant, observe all relevant Health and Safety policies and procedures, take reasonable care of their own and others' Health and Safety, report all accidents and incidents, and raise concerns through their line manager, the Director of Business & Operations, the site management team or another member of SLT as appropriate.

### **Equality & Diversity**

Staff employed by The TRUE Learning Partnership are expected to promote equality of opportunity for all students and staff, both current and prospective, and to support an environment that values diversity and respect. The TRUE Learning Partnership believes that all individuals are of equal value and we are committed to equal opportunities for all.

### **Data Protection**

All staff within The TRUE Learning Partnership have a responsibility to ensure that data they are responsible for is accurate and appropriate to the needs of the organisation, and that they are responsible for ensuring any personal data processed for any purpose or purposes in connection with their role in the Trust shall not be kept for longer than is necessary for that purpose or those purposes, in accordance with GDPR 2018.

### **Safeguarding & Child Protection**

The TRUE Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment and adhere to, and comply with, the Trust's Safeguarding and Child Protection policy and procedures at all times.

Notwithstanding the detail in this job description, in accordance with the Trust's Flexibility Policy the job holder will undertake such work as may be determined by the Trust Senior Team from time to time, up to or at a level consistent with the Main Responsibilities of the job.



# Person Specification

Selection Criteria	Essential/ Desirable	Assessment
<b>Experience</b>		
Supervision of children as a parent/carer	D	AIR
Experience of working with groups of young people on a voluntary or paid basis	D	AI
Experience of managing the behaviour of groups of young people	D	AI
<b>Qualifications/Training</b>		
Current First Aid qualification or willingness to achieve	D	AI
<b>Knowledge/Skills</b>		
Ability to work as part of a group and individually	E	AIR
Ability to work flexibly, to be adaptable and to be able to cope with multi-tasking	E	AIR
Ability to inspire trust and confidence in young people	E	AIR
Ability to encourage high standards of student behaviour at all times	E	AI
Ability to remain calm in a crisis and work under pressure	E	AIR
Ability to liaise with staff of all levels in a professional manner	E	AI
Effective Communication Skills (both orally and in writing)	E	AI
Ability to identify behaviour giving cause for concern, and inform appropriate staff	D	I
<b>Behavioural Attributes</b>		
A genuine interest and care for the students	E	AI
To act with sensitivity and diplomacy when dealing with students	E	I
To show enthusiasm for the job	E	I
<b>Other</b>		
Enjoys seeing young people in a positive climate, and is committed to ensuring all students are supported to make good progress	E	AI
Acts with integrity, fairness and in an ethical manner	E	AIR
Appropriate sense of humour	E	IR
Suitability to work in an environment where you will be responsible for promoting and safeguarding the welfare of children and young people	E	IR

Key    A – Application

      I – Interview

      R - Reference

## **Key information regarding the application process**

### **Further details**

For further details, please contact the HR team via [recruitment@truelearning.org.uk](mailto:recruitment@truelearning.org.uk)

### **To apply**

Applicants are requested to submit a completed Support Staff application form which is available from the school website [www.lostockhall.cheshire.sch.uk](http://www.lostockhall.cheshire.sch.uk)

*The TRUE Learning Partnership is an inclusive Equal Employment Opportunity employer that considers applicants without regard to gender, gender identity, sexual orientation, race, ethnicity, disabled or veteran status, or any other characteristic protected by law. We welcome applications from all individuals regardless of individual background or circumstance.*

*The TRUE Learning Partnership is committed to safeguarding and promoting the welfare of all children and young people and preventing extremism; all staff must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people.*

*The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance including an online check. Employment will also be conditional on the receipt of at least two acceptable references (one of which must be from the current/latest employer) and evidence of the formal qualifications required for the role.*

## Trust vision and ethos

TRUE Learning Partnership's vision, as a community-based Trust, is that all its students will benefit from an outstandingly rich and broad education within its ethos and values.

### Vision

A community focussed, values based, learning organisation that meets the needs of all its stakeholders so that all will achieve.

### Values

Serve our communities with 'An unswerving commitment to ensure every young person achieves their potential, whatever their circumstances'.

Every child, every chance



## Information regarding the constitution of the Trust Board

The constitution of the Trust Board is set out in the Articles of Association. Trustees are appointed / elected or co-opted for a period of four years. The Chair of Trustees is elected every four years. Trustees appoint the Chief Executive Officer to assure the strategic intentions of the Multi Academy Trust.

The Chief Executive is also a trustee director of the Multi Academy Trust. As per the scheme of delegation, the CEO and Trustees work in partnership with the local governing bodies to appoint Headteacher's to take responsibility for the day-to-day management of the individual schools.

The regular meeting of Trust management and local Headteachers will be facilitated through the Trust Executive Strategic Group to help facilitate the sharing information and expertise, to aid efficient working and to help provide creative solutions to the many challenges in the current educational landscape.



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## Why work for the Trust?

TRUE Learning is a community based, values focused, cross phased multi academy trust based across Cheshire and Derbyshire. All five academies in the Trust are closely located to one another which lends itself to many opportunities to work closely and collaboratively. Our vision is a community based, values focused, learning organisation that meets the needs of all its members so that all will achieve. By working within our community clusters, we will ensure that every child that is presented to us at the age of 3 is the best they possibly can be by the time they leave us at 18.

All our schools have excellent road links from the M56, M60, M67, A6, A34 and A57 and nearby railway stations of Poynton, Hadfield, Disley, and New Mills Central. For those travelling from further afield, both Stockport railway station on the West Coast mainline and Manchester Airport are both nearby.

We are exceptionally proud of our staff and the dedication they display every day to support our students to reach their potential. Whether a member of our Leadership Team, Teaching Staff or Support Team – all have a vital role to play in providing an environment where we can provide world class education where all can achieve.

We offer highly competitive salaries, pension scheme membership, free on-site parking and regular social events. All staff are able to access discounted gym memberships and other negotiated benefits across the Trust.

The Trust provides an Employee Assistance Programme through Health Assured which offers a wide range of services including legal and wellbeing support for employees and their families.

The Trust places at the heart of its development a commitment to high quality professional development for all staff who join the Trust. The CPD@TTLP programme enables all of our staff to access development opportunities across the Trust. Future goals and aspirations are supported through this programme to ensure that all staff are able to develop and achieve their own personal goals.

Staff wellbeing and providing a positive and healthy working environment is a key priority for us, as supporting all of our staff enables them to support all of our students. Our Director of Health and Wellbeing leads this key area working with senior staff across the multi academy trust. We are very pleased that our commitment to staff wellbeing has been recognised by the Valued Worker scheme which offers accreditation to workplaces where staff feel valued.

We are also committed to supporting mental health in the workplace by training a number of teaching and support staff across our Trust to be Mental Health First Aiders and through our work with the Time to Change programme which aims to end mental health discrimination in the workplace.



## Information about our academy schools



### Poynton High School

We are a very special school where the whole school team passionately believe in creating a school that truly meets the needs of all in our learning community. This is embodied in our mission statement which serves to guide us in the long-term planning for our school.

"We will inspire and empower all in our learning community to fulfil their individual potential and ambitions so that all are able to be active and successful citizens in our global society"

This can be summed up in three words, INSPIRE ACHIEVE CELEBRATE and is applied to every aspect of our work. We aim to inspire our young people in all of our work so that they may achieve their full potential and at the heart of this lies a truly celebratory culture; we aim to inspire our team, so that you can achieve, and we celebrate every achievement for everyone - staff and student. (Matthew Dean, Head Teacher)



### Lostock Hall Primary School

We are a growing (205 students) Primary School, serving children from the age of 3 to 11. We are a safe, stimulating and friendly school which provides an inclusive, calm, caring and productive learning environment. Our aim is to challenge and support each other and every child to help them realise their potential and to make a positive difference to their lives. Children leave Lostock Hall Primary school very well prepared for their future learning at secondary school and beyond.

Through our guiding principles of Be Ready, Be Respectful and Be Safe we deliver a carefully designed curriculum which progressively meets the needs of our children through fun learning and leads to excellent outcomes. (Graham Hamilton, Head Teacher)



### Disley Primary School

Our school is a very special place to be. We pride ourselves on being a happy, caring school where each child is valued as an individual. We aim to provide a stimulating learning environment which allows every individual to fulfil his/her potential.

We constantly seek exciting ways of delivering both the Foundation Stage and National Curriculum requirements, along with opportunities for social and moral development. Our children are at the heart of everything we do. (Jake Nicklin, Headteacher)



## **Glossopdale School**

Our School is a warm and caring community for all of our 1244 students, from when they join us in Year 7 to when they leave us in Year 13. We are a school that has the highest expectations of students and ourselves, where every student is expected to work hard, behave well and contribute positively to the school community.

Our core purpose is to support students of all abilities and backgrounds to develop high aspirations and achieve their potential. We do this by nurturing and building ambition for our students, we open opportunities, broaden horizons and introduce challenges ensuring everyone can thrive, both academically and personally, to be the best that they can be.

We are in the very fortunate position to work within a new purpose-built school which opened in September 2018. This has benefitted staff and students in so many ways. Our students learn in a modern, open and inclusive environment which has been designed to reflect and compliment the local landscape. (Debbie McGloin, Executive Head Teacher)



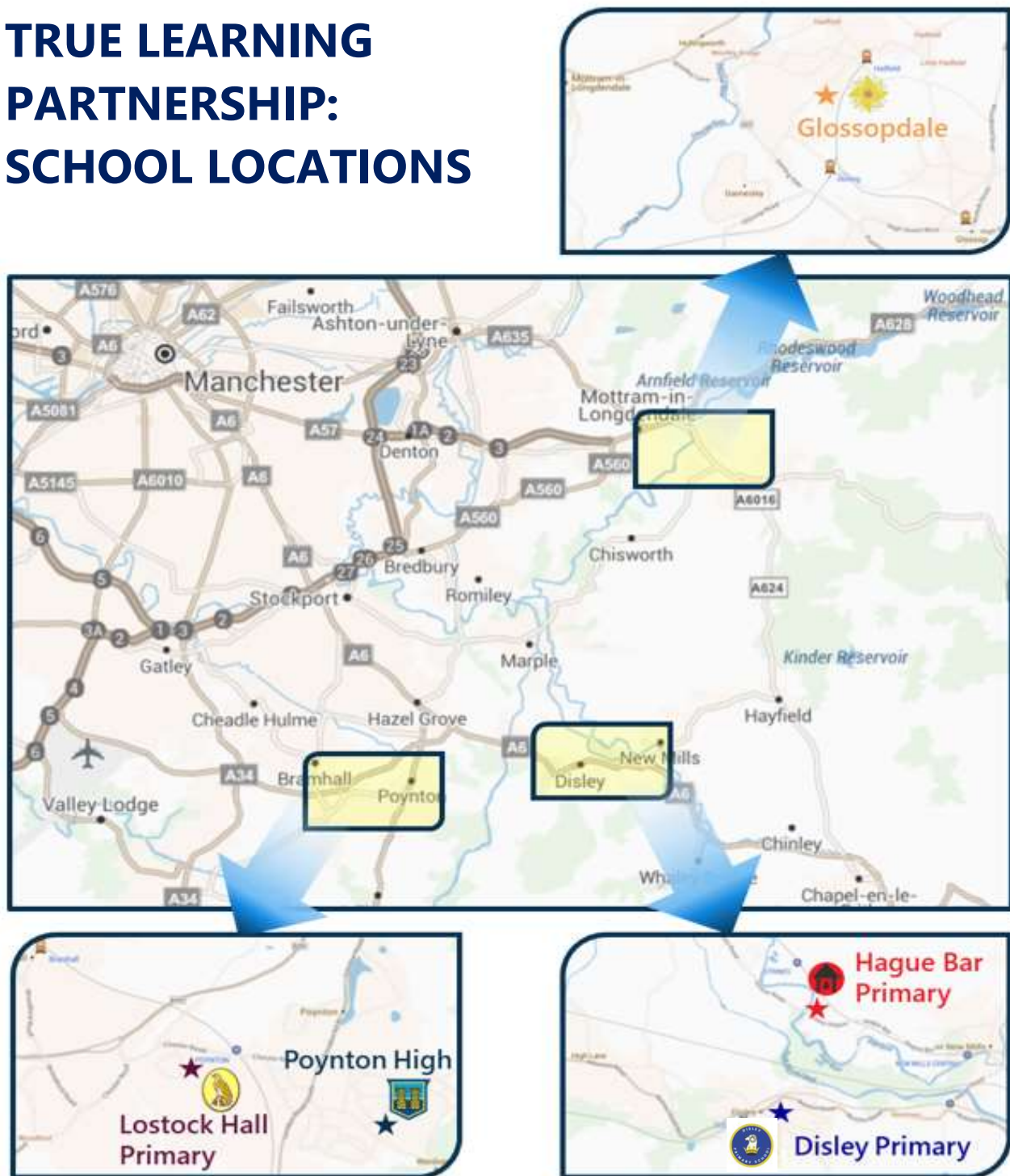
## **Hague Bar Primary School**

Here at Hague Bar Primary School, we have worked hard to develop a school which provides an excellent education by helping each child to achieve her or his full potential. Our skilled staff foster a happy and caring atmosphere, where children can succeed through our personalised learning process, ensuring no child is left behind.

The origins of Hague Bar Primary School stretch all the way back to 1854, with a school which was in existence at the Strines Print Works. Hague Bar Primary School is just inside the Derbyshire border. It lies between the town of New Mills in Derbyshire and Strines in Cheshire. The school is situated on the edge of the countryside and enjoys stunning views of fields and distant hills.

We are proud of, and celebrate, the achievements of our children, both in and out of the classroom, and we are here to help your child make the most of their potential. (Karen McCurdy, Head of School)

# TRUE LEARNING PARTNERSHIP: SCHOOL LOCATIONS



Our partnership of primary and secondary schools is located to the south-east of Manchester, close to the natural beauty of the Peak District National Park.

All our schools have excellent road links from the M56, M60, M67, A6, A34 and A57 and nearby railway stations of Poynton, Hadfield, Disley, and New Mills Central.

For those travelling from further afield, both Stockport railway station on the West Coast mainline and Manchester Airport are both nearby.

## Trust Safeguarding Statement

TRUE Learning (TL) recognises the important role that our schools and their staff have in the wider safeguarding system for children. **ALL** staff have a responsibility to provide a safe environment in which children can learn. The Trust fully adopts statutory guidance "Keeping Children Safe in Education" (September 2022).

TRUE Learning is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our schools are a safe place for children, where our responsibilities for safeguarding children are taken seriously. As a Trust, we are responsible for ensuring that all our schools have thorough and robust child protection and safeguarding policies and procedures.

Should you have safeguarding concerns regarding any pupil at any of our schools, please speak to one of the Designated Safeguarding Leads at that school. Full details of key contacts for safeguarding in each of our schools is listed below.

The Trust's Designated Safeguarding Officer is Catherine Holyland, Safeguarding Lead and Deputy Head Teacher at Poynton High School. If you wish to contact her directly please email [cholyland@truelearning.org.uk](mailto:cholyland@truelearning.org.uk)

The Trust Board safeguarding representative is Lucy Monk. If you wish to contact her, please email [info@truelearning.org.uk](mailto:info@truelearning.org.uk) stating that the email relates to a safeguarding issue.

Our schools' Local Governing Bodies are regularly updated about child protection, bullying and safeguarding policies and practices by the relevant school Head Teachers, and other members of the Senior Leadership Team. This information is reported to the Trust Board.

For further details on roles and responsibilities, and recording information regarding Safeguarding, please see the Safeguarding Policy and Procedures documents held by each school in our Trust.



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