

# STAFF RECRUITMENT PACK



Violet Road, Southampton SO16 3GJ



023 8032 3111



[cantell.co.uk](http://cantell.co.uk)



[info@cantell.co.uk](mailto:info@cantell.co.uk)

# From The Head

Thank you for your interest in joining **Cantell School**, part of the Aspire Community Trust.

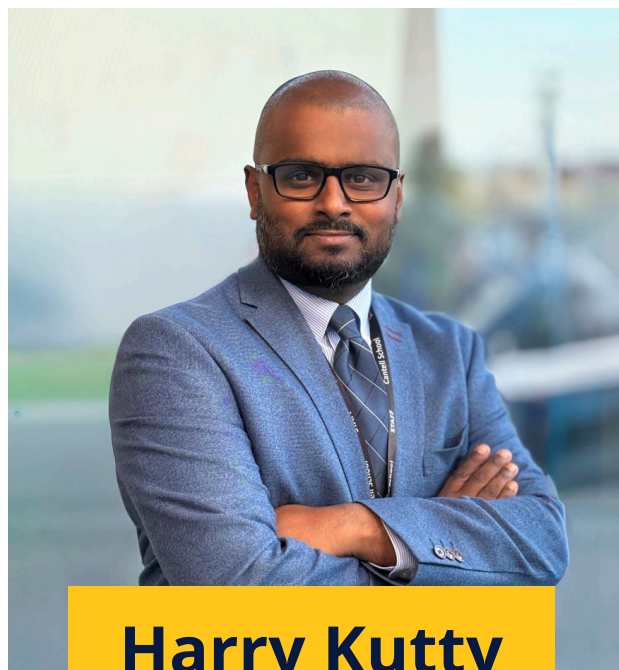
We're delighted you're considering a role with us and the opportunity to support the success, wellbeing, and aspirations of our young people.

At Cantell, we often speak about the Cantell Family and it truly reflects the warmth, pride, and sense of belonging across our school. Students, staff, and families form a diverse, supportive community where everyone is valued and encouraged to thrive.

We are proud of our dedicated and talented staff, supported by leaders who model servant leadership - empowering others and leading with integrity and ambition. This creates a positive, trusted environment where people feel energised and proud to belong.

With over 1,300 students and 180 staff, Cantell continues to grow as a school of choice. Strong relationships are at the heart of everything we do, with families valuing not only outcomes but the care and respect behind them.

We are looking for a committed, forward-thinking individual who shares our values and wants to make a real difference in young people's lives.



**Harry Kutty**  
*Headteacher*

**Most importantly, we are looking for someone who:**

- Demonstrates professionalism, empathy, and integrity
- Is motivated by making a positive difference
- Thrives in a diverse, dynamic, and collaborative school
- Embraces and contributes to our long-term development
- Brings flexibility, initiative, and a willingness to support across the school

***If you share our values, we would love to hear from you. You're warmly invited to get in touch or arrange a visit.***

***Thank you for considering Cantell School - we look forward to welcoming you!***

# Our School Vision



We are proud to be a heavily oversubscribed, inclusive comprehensive school with a student body that reflects the wonderfully diverse and vibrant local community.

What makes us stand out in the crowd is the strength of relationships between our diverse student and staff body. It is one of the reasons why Cantell is a great place for students to learn and staff to work!

At Cantell, our values, the **Cantell Cs**: Challenge, Creativity, Commitment, Cooperation, and Courtesy shape the way our community works together. Our staff work tirelessly to ensure that learning takes place in a culture of mutual respect and understanding. They go above and beyond every day to provide the best for our students, a commitment that has only strengthened through the COVID-19 pandemic, bringing us closer together as a family.

At Cantell, we are very clear that students only get one chance at their education. We know and understand that it is our moral imperative to turn that chance into a pathway to success, and our broad and balanced curriculum supports us to achieve this aim. This is complemented by our wide range of extracurricular clubs, and array of trips and visits, which ensure our students make memories and friendships for a lifetime.



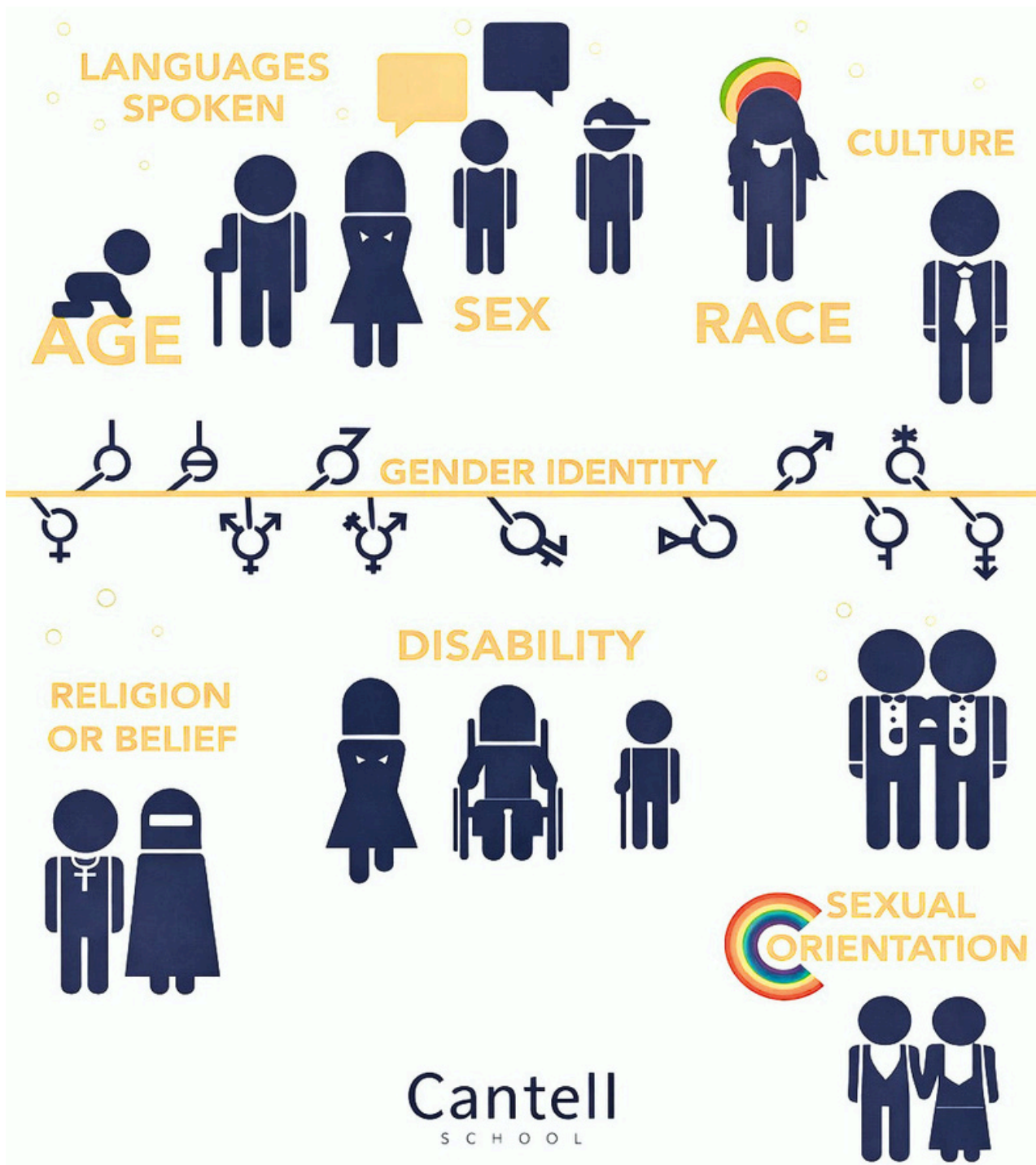
*Cantell encourages us to believe we can succeed.*



# COURTESY

At Cantell our Golden C is Courtesy - we show manners and respect towards others even if they are different to us.

**We respect others regardless of their...**



# Ofsted Inspection

Ofsted rated Cantell School **Outstanding** in all areas following its inspection in **March 2024**. Inspectors recognised the school's ambitious and carefully sequenced curriculum, which reflects very high expectations for all pupils and supports strong outcomes across subjects. Behaviour and attitudes were judged to be exemplary, with disruption to learning described as exceptionally rare.

The inspection also highlighted Cantell's inclusive and positive school culture, where pupils are **exceptionally proud to be part of the Cantell family**. Leaders were praised for their highly effective leadership and management. Ofsted noted that pupils are very **well prepared for their future education, employment and life in modern Britain**.



School report



## Inspection of Cantell School

Violet Road, Bassett, Southampton, Hampshire SO16 3GJ

Inspection dates:

26 and 27 March 2024

### Overall effectiveness

**Outstanding**

The quality of education

**Outstanding**

Behaviour and attitudes

**Outstanding**

Personal development

**Outstanding**

Leadership and management

**Outstanding**

Previous inspection grade

Good

# About Aspire Community Trust



Cantell School is a proud member of the Aspire Community Trust. It enables us to collaborate and share good practice with a number of other schools, whilst retaining our own identity and autonomy.

Dear potential colleague,

## **Aspire Community Trust**

The Aspire Community Trust was set up in 2017. It is a co-operative trust, which means that our family of schools all have their own ethos, governing body and headteacher. We choose to work together because we are all stronger when we share resources, expertise and ideas.

### **We are a diverse family!**

- Bassett Green Primary School
- Bevois Town Primary School
- Cantell Secondary School
- Highfield Church of England School
- Mansbridge Primary School
- Maytree Infants and Nursery School
- Mount Pleasant Junior School
- Swaythling Primary School
- Vermont Special School

Working together has enabled us to set up curriculum network groups to map progression from EYFS to GCSE in all subjects of the National Curriculum. We have a SENCo group who work together to share good practice, a Business Managers group to look at joint procurement and secure best value in these challenging financial times. We have a DSL group who meet to ensure we are meeting all the challenges that the rapidly evolving safeguarding remit presents us with.

Come and join our vibrant family of schools and secure a better future for all our children.

**J Draper, H Kutty co- chairs, Aspire Community Trust.**

# Job Description

## Cover Supervisor

**Salary Range:** Grade 7

**Post:** 37 hours per week, 39 Weeks per year (Term Time)

**Responsible to:** the Headteacher,

**Key Relationships:** the Senior Leadership Team, Faculty Leaders and the Cover Co-ordinator.

### **Role Purpose:**

The main purpose of this post is to supervise classes of teachers who may be absent due to illness, in meetings or participating in professional development. The post holder will involve supervising the work set by absent teachers. The post holder will need to ensure the students complete work to the best possible standard and that the work is collected in at the end of the lesson and distributed to the teacher concerned. The post holder will be expected to follow the School's behaviour management policy and begin and end the lesson accordingly. The post holder will also be expected to complete a class register at the beginning of the lesson.

### **Key Responsibilities:**

- To supervise the classes or tutor groups of teachers, absent due to meetings, professional development activities or illness.
- To explain clearly to students the work set by the teacher and to help students with the organisation of resources
- To ensure there is a prompt and orderly start to the lesson and that a register is taken. That students are dismissed according to the school policies
- To collect in work at the end of the lesson and distribute it as required by the teacher.
- To collect in Homework that is due and to set Homework when required.
- To assist students in the organisation of their work and to ensure the relevant equipment is available.
- To act as a role model and set high expectations of conduct to ensure that good behaviour is maintained and the classroom environment is conducive to high stands of learning.
- To ensure the Behaviour Management Policy, Cantell School Code of Conduct and practices are followed, including applying rewards and sanctions.
- To follow the School's policies in respect of inclusion, diversity and the needs of Pupil Premium and other vulnerable groups.
- To liaise closely with the Faculty Leaders, Leadership Team members and the Cover Coordinator who assigns classes and communicate effectively with them and the Teachers being covered.
- To attend training and meetings as required.
- When no cover, supervision or invigilation is required, to provide support in the classroom with a teacher, support other activities around the school and any administrative activities relevant to the role.

**The post holder will be subject to performance objectives agreed annually with the relevant body and these objectives will be reviewed annually. The post holder undertaking this role is expected to carry out such other duties as may reasonably be assigned by the Headteacher or Senior Leadership Team.**

**All post holders are expected to support the School's aims, familiarise themselves with School policies and procedures and to reinforce these with students, parents and other staff where appropriate.**

*This School is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to an enhanced DBS check.*

# Person Specification



Essential	Desirable
Qualified to GCSE level	Post 16 educational qualifications
Ability to encourage learning and motivate young people in their studies by building positive relationships	Successful experience of working with young people
Good organisational skills	Experience in managing key projects
Good Literacy, Numeracy and ICT skills	Proficient in the use of e-mail and the internet
High expectations of behaviour and ability to challenge without confrontation	Experience of using behaviour management strategies and techniques with young people
Self-motivated and committed to self-development	Self-motivated and committed to self-development Evidence of recent relevant professional development
Good interpersonal skills with the ability to liaise effectively with other staff	Experience of working effectively within a team
Calm and adaptable with an ability to work within a flexible and busy environment	Recent experience in a multi-tasking role
Experience within a workplace or other appropriate environment	Evidence of having held a position of responsibility within a work place environment

*All staff appointed to Cantell are expected to be committed to supporting the school's aims.*

# STAFF BENEFITS



**FREE ONSITE  
HEALTH SUITE**



**CAREER  
PROGRESSION  
AND CPD  
TRAINING**

**EDUCATION SUPPORT  
EMPLOYEE ASSISTANCE  
PROGRAMME**

**A SCHOOL ENVIRONMENT  
RATED OUTSTANDING  
BY OFSTED**



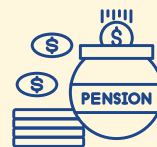
**CYCLE  
SCHEME  
INCENTIVE**



**FREE ONSITE  
PARKING**



**WELLBEING  
INITIATIVES**



**ADVANTAGEOUS  
PENSION PLAN**



**DISCOUNTED  
SHOPPING**



**HOME & TECH  
DISCOUNT  
SCHEME**

# What Our Staff Say



**Dr J Tait**

*Teacher*

"I've always enjoyed feeling like teaching at Cantell is a team effort with the students, and how engaged and questioning they can be. It makes me feel really encouraged to see how their interests grow, and to know that I'll always get feedback from them to help, so I know what works for them and to help me make sure they achieve their best."



**Mrs E Breckenridge**

*Teacher*

"Working at Cantell is rewarding because the high standard of teaching inspires me, and the supportive management make me feel valued."



**Mr C McCormack**

*Teaching Assistant (SEN)*

"Since starting at Cantell (September, 2025), I have been welcomed and supported by staff members, both inside and outside of the department. At Cantell, the commitment towards learning and support of the pupils is paramount. This can be seen throughout the school. It makes for a rewarding and positive environment to work in."



**Mrs L Mayo**

*Teaching Assistant*

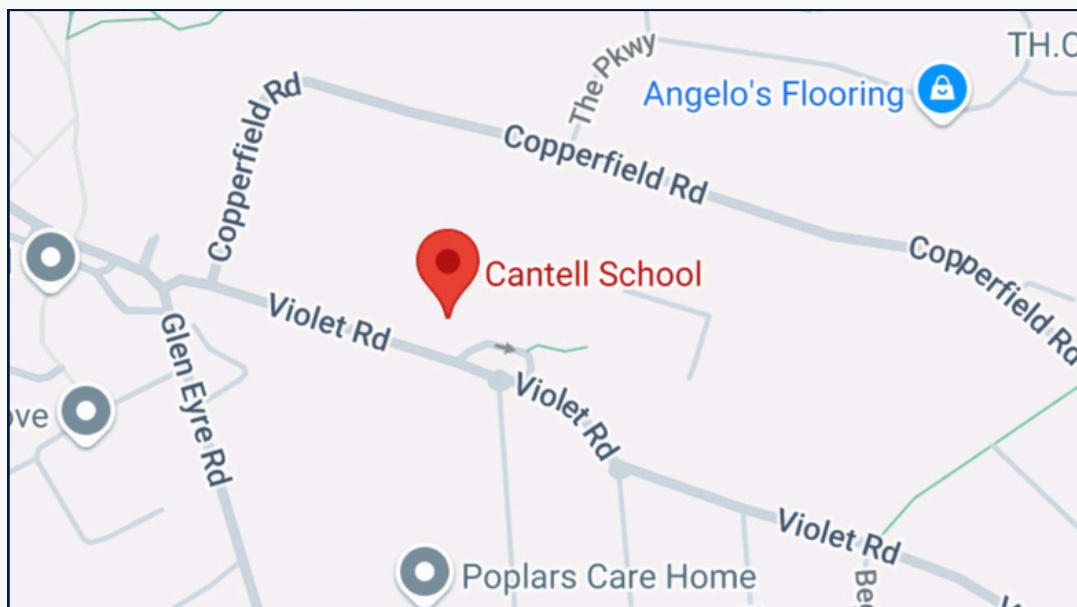
"Working at Cantell is hugely rewarding. To be part of an incredible team where we are respected and supported makes staff feel like they are valued both professionally and as individuals."

# How To Apply

If you believe you hold the experience and qualities required for the role, please see our website for an application form [www.cantell.co.uk](http://www.cantell.co.uk). Alternatively, please contact a member of the HR team by email [recruitment@cantell.co.uk](mailto:recruitment@cantell.co.uk).

We reserve the right to appoint a person ahead of the closing date, should a candidate be found before the closing date as advertised.

# How To Find Us

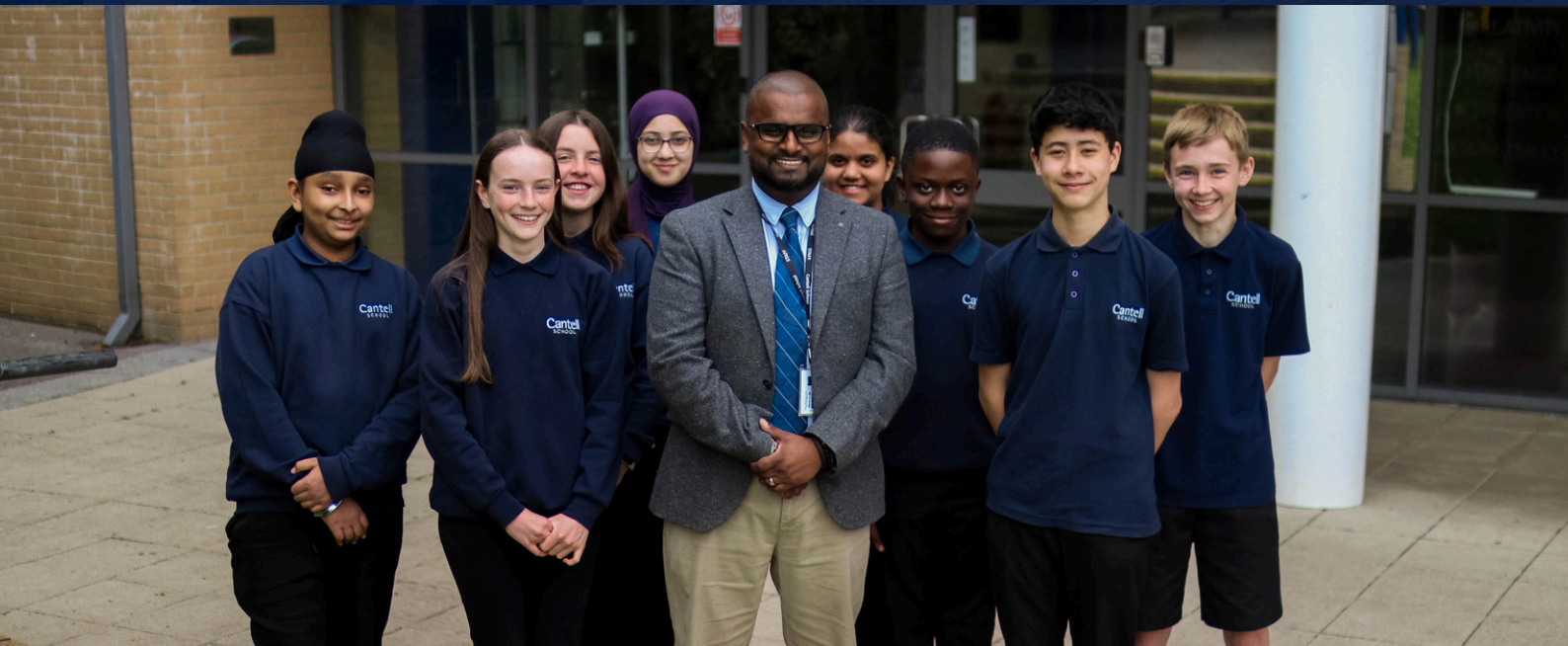


Cantell School  
Violet Road  
Southampton  
SO16 3GJ

***Road restrictions along Violet Road between the hours  
of 8am-9.30am and 2.15pm and 3.45pm.***

# Cantell

SCHOOL



## CONTACT INFORMATION



[recruitment@cantell.co.uk](mailto:recruitment@cantell.co.uk)



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