



Frederick Bremer School

Inclusive | Ambitious | Innovative



Midday Supervisor

Salary: Scale 1 (Outer London Weighting)

Pupil Roll: 900

Pupil Age range: 11-16 yrs.

Co - Educational

Completed application forms should be returned or emailed to recruitment@bremer.waltham.sch.uk

'BE THE BEST YOU CAN BE'

WELCOME TO

FREDERICK BREMER

Dear Colleague,

Thank you for taking the time to apply for a position at our vibrant community school. This information pack will provide you with key information to support your application and your understanding of what makes Frederick Bremer School so unique.

Frederick Bremer School is a creative and supportive school where all staff and pupils are inspired to be 'the very best they can be'. The school is truly a community school, we are a microcosm of the area and are representative of the diversity of our area. Everyone is welcome and included at Bremer. We are an SEN 'magnet' school - around 10% of our school population have EHCPs and these pupils are fully included in the mainstream of the school.

As a teacher at Frederick Bremer, you will be highly skilled in being able to adapt your teaching to meet the needs of a range of pupil needs. This is a school where teaching, and talking about teaching, is at the heart of our practice. We run an extensive training programme to develop all teachers, including opportunities for coaching and mentoring. All teachers (including all Senior Leaders) are expected to be outstanding teachers, and to be highly motivated in developing their pedagogy. To support teachers with this, we offer a lower than average teaching contact time - with no teacher having more than 0.8 contact time, and significantly lower for ECTs and those with leadership responsibilities. We recognise that teachers need time to be great.

We are judged as a good school across all areas and our SEND provision is outstanding. Our vision and values are central to our practice, and you will need to share our commitment to ensure every pupil is not only academically successful but is also equipped with the skills, qualities and attributes to be a successful 21st century citizen.

Equality and diversity are at heart of Frederick Bremer's ethos and values. This is embodied in our curriculum, behaviour policy, pastoral provision and across all areas of the school. Our pupils and staff represent a diverse community and we value and respect everyone's identity. We also promote inclusivity at the heart of our work, and have active LGBTQ groups, equality groups and provide space for issues led teaching. This is a school where we want pupils to become the individuals that 'they want to be'.

The well-being of staff and pupils has been central to our school's strategic planning. We recognise that we are 'humans first and professionals second'. Our pupils study an extensive well-being curriculum primarily taught through our tutoring programme and we follow a trauma informed approach to behaviour. This means we actively cultivate a climate where pupils feel safe so that they can achieve in their learning - a high challenge, low threat culture.

Our high quality professional development programme caters for staff through every stage of their career and a significant number of our staff have successfully developed into middle and senior leadership roles. We are proud of our high rates of staff retention and the consistently positive feedback we receive from staff feedback.

Our pupils are a pleasure to work with; they are ambitious for themselves and their community and we are on an exciting journey of continuous improvement towards excellence. This is an excellent opportunity for a committed and ambitious individual to make a significant contribution to this journey.

We have a very supportive staff and Governing Body and great parents. If you are looking to join a successful school with a clear moral purpose, while also developing your skills as an outstanding professional, then this will be a rewarding opportunity for you. We look forward to receiving your application.



Jenny Smith

Headteacher



@frederickbremersch
www.bremer.org.uk

WORKING AT FREDERICK BREMER

DIVERSITY AND EQUALITY

Our diverse staff reflects the religious and ethnic variety of our community, ensuring inclusive policies for all stakeholders. We value and respect everyone's identity, in line with our commitment to the 2010 Equalities Act. We offer gender-neutral toilets and uniforms, and we're proud recipients of the Stonewall Bronze award for our work in LGBTQ+ equality and combating school based homophobia and transphobia.

PROFESSIONAL DEVELOPMENT

Our tailored professional development supports staff at every career stage, with bespoke in-house programmes in coaching, leadership development, and NQT/Teach First/School's Direct. We also benefit from high-quality training within the Haringey Education Partnership. Known for excellent support and development, many of our trainees and early-career teachers have advanced to middle and senior leadership positions.

OUTSTANDING SEN AND AUTISM PROVISION

Our SEN and Autism Provision, acclaimed in Waltham Forest, has been rated outstanding by external reviews. We cater to pupils with visual impairments and significant mobility restrictions. Supported by skilled Teaching Assistants, SEN pupils are fully included in mainstream lessons. The SEN provision is a vibrant, nurturing hub during lunch, breaks, and before and after school.

WELL-BEING

At Frederick Bremer, staff and pupil well-being is a top priority. We recognise and reward the hard work and dedication of our staff. All pupils participate in a weekly well-being curriculum, delivered by all staff members.

Staff benefit from a school culture which supports staff well being. We offer extensive well being support and access to proactive strategies to enable staff to stay well and happy in their work. This includes a maximum 80% teaching contact time.

CURIOUS AND TALENTED PUPILS

We cultivate critical thinking in our pupils, encouraging them to challenge stereotypes and misconceptions. Our students have a strong sense of social justice and have been finalists in the Jack Petchey Speak Out Challenge. We boast some of the borough's most talented musicians, who regularly perform at prestigious London venues. Our annual school production celebrates student talent and fosters strong connections to our school values

FLEXIBLE AND PART-TIME WORK ARRANGEMENTS

We understand the challenges of being a working parent/carer. We are open to requests for part-time and flexible working arrangements and do our best to accommodate requests

ABOUT FREDERICK BREMER SCHOOL

Ofsted June 2024



"Pupils feel they really can be themselves at school. Social inclusion is at the heart of this community. Leaders and staff expect every pupil, including those with special educational needs and/or disabilities (SEND) and those who are neurodivergent, to engage fully with school life."

"This is a happy school. Pupils, parents and carers recommend it unreservedly. They value its creative ethos and enrichment opportunities. In line with the school motto, pupils strive to be 'the best they can be'."

"The school is well led and managed. Staff enjoy working here. They feel trusted and supported, and they benefit from fulfilling professional development. Leaders constantly check on staff well-being and make appropriate adjustments to reduce workload."

Frederick Bremer School is a vibrant and diverse community school located in Walthamstow. Our commitment to excellence is demonstrated by our recent 2024 Ofsted visit, where we received a good rating, highlighting our continuous improvement and dedication to high-quality education.

Frederick Bremer School is a creative and nurturing environment where all staff and pupils are inspired to be 'the very best they can be.' Our vision and values are central to our practice, focusing on equipping every pupil with the skills, qualities, and attributes needed to be successful 21st-century citizens.

Our school is truly representative of the local Walthamstow community. With no ethnic group making up more than 18% of the school population and over 50% of pupils eligible for Pupil Premium, we celebrate and embrace our diversity. Although we have two-thirds boys to girls due to the impact of three girls' schools in the Authority, girls thrive both academically and socially at our school.

Frederick Bremer School is a values-driven community school. We believe that positive human relationships are the key driver for individual and collective success. Therefore, we are deliberately cultivating our school culture to create a climate of 'high challenge, low threat'—where great teaching can enable pupils to learn and improve in an atmosphere of safety and kindness, and with a belief that we all have potential to fulfill. We are building on our heritage and culture to unlock the potential for greatness for our Generation Alpha pupils.

Professional Development and Opportunities

We are always looking for ambitious individuals who share our vision and values. We offer various professional development routes for all staff, including teaching, SEND support, admin, finance, or HR. Many of our staff have secured promotions into more senior positions within the school.

We particularly welcome applications from black and minority candidates to better represent our community. Flexible working opportunities are also available, reflecting our commitment to diversity and inclusion.

Frederick Bremer School is a great place to work and develop as a professional within education. Join us in our mission to inspire every young person to become 'the very best they can be.'

OUR VALUES:

INCLUSIVE

WE ALL BELONG

INNOVATIVE

WE ARE ALL CURIOUS AND CREATIVE

AMBITIOUS

WE ALL CAN SUCCEED

ADDITIONAL DOCUMENTS TO CONSIDER

- [Senior Leadership Team – Roles & Responsibilities](#)
- [School Term Dates](#)
- [Reason's to work for us](#)
- [Safeguarding Summary](#)
- [Policies](#)
- [Equality Statement](#)
- [Newsletters](#)



@frederickbremersch
www.bremer.org.uk

ABOUT THE POST

Do you believe every child deserves the very best education? Are you creative, enthusiastic, energetic and a committed team player? If so, we have the position for you! We are looking for a great Midday Supervisor to support with pupil monitoring and supervision during their break time, lunch time and lesson change overs.

This is a strongly good school, as evidenced by our Ofsted visit in 2019, and we are on a trajectory of continuous improvement. We are committed to high quality learning and teaching for all pupils, ensuring all pupils make rapid progress regardless of their starting point. The successful candidate will join an experienced and successful school committed to collaborative working. Frederick Bremer is a popular and over-subscribed school which enjoys excellent state of the art facilities in a modern building. At Frederick Bremer, staff have access to comprehensive CPD programme and structured career progression routes. We model the mantra 'Humans first, professionals second' and we take the support and wellbeing of our staff very seriously.

Frederick Bremer School is proud to be a community school, and we are representative of our local community. We believe that our role as practitioners is to support our young people to become the very best versions of themselves, and place a strong emphasis on holistic education and not just academic achievement. We offer all staff a rewarding, supportive and happy environment to work in. Relationships are a strength of the school, and we want all staff to enjoy their place of work. We offer bespoke CPD programmes, and we would be particularly interested in applications from individuals who are ambitious for senior leadership opportunities in the future.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Offer of a position is subject to receiving satisfactory references and an Enhanced DBS Clearance.

For more information and an application pack please see our website www.bremer.org.uk or contact HR on 020 8498 3340 or email recruitment@bremer.waltham.sch.uk. If you would like to visit the school before submitting your application please contact us. Completed application forms should be returned or emailed to recruitment@bremer.waltham.sch.uk by 9am on Thursday 31st of October 2024 Interviews will take place the following week.

THE APPLICATION PROCESS

We look forward to receiving your application by the deadline of **9am Wednesday 17th September 2025. Interviews will be held week commencing the 22 of September 2025.** *Please note that we reserve the right to interview before the closing date.*

This should be:

- A completed application form which includes supporting statement of no more than 2 A4 sides outlining how you meet the person specification and your suitability for this role. CV's will not be considered.

Forms should be returned or emailed to **recruitment@bremer.waltham.sch.uk**

If you have been shortlisted by the interview panel, you will be contacted by email to attend an interview, together with information about the interview process and any other documents you will be required to bring.

For more information or if you would like to visit the school prior to interview, please contact the email above. Please note that the school reserves the right to carryout online checks, such as; Social Media Accounts

THE SELECTION PROCESS

Please ensure that you have read the job description and person specification for this post before application.

Applicants will be shortlisted if they demonstrate that they have met the person specification and demonstrate through the application that they have the ability to meet the job description.

The selection process will include (but is not limited to):

- skill assessments
- a full panel interview

The panel reserve the right not to appoint. Please note that we don't negotiate on salary. The school supports flexible working, so please discuss with the Headteacher if you would like to consider a flexible working pattern or part-time employment.

JOB DESCRIPTION

Job Title: Midday Supervisor	Salary range: OLW SCP 1	Hours: Monday - Friday 12pm - 2pm TTO
Job Purpose: Under the direction of the Assistant Pastoral Manager, to effectively supervise pupils during the lunch period, providing a continuous presence. To ensure the safety, welfare and conduct of pupils in accordance with school policy. Midday Assistants have a shared role within the school in helping to raise the social achievements of pupils. They are responsible for ensuring that lunchtimes are an enjoyable and safe experience for all the pupils, so that they are physically and mentally prepared to learn during the afternoon.		

Specific Responsibilities - to ensure the School becomes high performing across all strands by	
Supervision and control of pupils in the dining area	<ul style="list-style-type: none">Supervising pupils in the dining area of the school during the lunch period, providing a point of reference to pupils whenever the need arises, responding to issues in a calm and reasoning manner.Assisting with organising the dining area appropriately. Organising the entrance of pupils into the dining area and from the dining area to playground.Directing pupils, resolving any seating disputes, separating pupils where necessary. Being alert to and assisting as required with any bottlenecks at the serveries or tills.Encouraging good eating practices, ensuring safety with cutlery and courtesy towards servers and monitors. Encouraging pupils to eat their meal and assisting with pouring water, etc where necessary, paying particular attention to those with special needs or disabilities.Being aware of pupils on special or restricted diets for medical reasons from information provided.Ensuring all areas are left clean and tidy in accordance with hygiene, health and safety procedures, cleaning up food spillages.Ensuring pupils tidy/clear up in a satisfactory manner, leaving tables clean and clear for the next occupants.
Supervision and control of pupils in the playground and around the school premises	<ul style="list-style-type: none">Directing and supervising pupils in the playground, discouraging any dangerous activities, ensuring safety and well-being, and providing emotional support where necessary.Preventing instances of bullying in the playground, being aware of changes in friendships, encouraging socialising, play etc.Ensuring that pupils keep out of areas that are out of bounds during the lunch break and don't leave the school premises without permission/authorisation.Being aware of security procedures with regard to entrance and exits and to approach visitors and direct them to the appropriate contact person. Being observant of any loiterers and report to the appropriate staff.

JOB DESCRIPTION

Associated Ancillary Duties/Responsibilities	<ul style="list-style-type: none">● Being aware of responsibilities under child protection legislation and report any concerns to the Safeguarding Team● Dealing appropriately with unacceptable or challenging behaviour under the direction of guidelines in operation at the school. Assisting with maintaining discipline and supporting children to resolve conflicts in a positive way. Reporting serious incidents to the appropriate staff.● Being aware of cultural differences between pupils, dealing with any incidents of racism or sexism in accordance with agreed procedures.● Tending to pupils who are sick or injured in accordance with the school's accident/injuries procedures, administering initial first aid and reporting serious injuries to the named first aider and/or supervisor/head teacher as appropriate. Ensuring accident/injuries are recorded or reports made where required.● Dealing with spillages in accordance with infection control procedures.● Checking toilet areas regularly for signs of inappropriate pupil behaviour, blockage of toilets/wash basins and to ensure pupils are not loitering or playing in toilet areas. Reporting any damage or blockage to premises staff.● Taking part in the school's performance management framework for support staff and participate in training and development activities as required.
Other	<ul style="list-style-type: none">● Maintaining confidentiality about all aspects of the post● To attend and participate in staff meetings when required● To participate in training and Performance Management● To have an up-to-date Enhanced DBS Disclosure● To play a full part in the life of the school community, to support its distinctive vision and ethos and to lead staff and students in doing the same● to actively support the school's corporate policies and aspirations● to adhere to the staff professional code of conduct as developed collectively by staff● to comply with the school's Health and Safety Policy and undertake risk assessments as appropriate● In addition to the specific responsibilities of the post, as a member of the support team, the post holder will be expected to assist with other tasks of a similar nature, appropriate to the grade, as directed by the head teacher.
<p><i>This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.</i></p>	

PERSON SPECIFICATION

Aspect	Essential or Desirable
<u>Experience of</u> <ul style="list-style-type: none"> Working in a school environment or working with young people 	D
<u>Communication and personal skills</u> <ul style="list-style-type: none"> A liking for young people and a sense of fairness A friendly but firm manner A tactful, patient approach when supervising the children. An awareness of the need for confidentiality. An awareness of safety factors in the School environment. Ability to work well as part of a team as well as being self-motivated Approachability: has the ability to relate well to people at all levels Ability to work calmly under pressure and maintain a positive and optimistic attitude A smart appearance A willingness to undertake training as appropriate. An absolute commitment to the belief that every child deserves the very best education An excellent health, punctuality and attendance record An understanding of child protection and safeguarding 	E