******Cover Supervisor**

**Person Specification**

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|  | **Essential** | **Desirable** | **Evidence** |
| **Catholic ethos** | * Have knowledge and understanding of Christian faith.
* Be comfortable working in a Catholic School.
 | * Be a practising Catholic.
 | ReferencesInterviewApplication |
| **Personal qualities** | * Good basic education to GCSE level in literacy and numeracy, or the equivalent (Grade 4/C.
* A Levels.
* Contribute to a range of teaching, learning and pastoral activities.
* Plan, monitor and assess.
* Take responsibility, with minimum supervision, for delivering work programmes over an extended period to groups of children with complex needs.
* Demonstrate good communication skills both written and spoken.
* Demonstrate good ICT skills.
* Work independently and as part of a team.
* Calm under pressure.
* Maintains confidentiality.
* Enthusiastic.
* Ability to adapt to a variety of situations.
* Shows initiative.
* Be able to stand and take responsibility for a class.
* Strong disciplinarian. Able to ensure the school policies are followed whilst ensuring a caring and supportive manner whilst not losing sight of the bigger picture.
 | * Degree.
* Further qualification relating to education.
 | ReferencesInterviewApplication |
| **Experience** | * Knowledge and understanding of the needs of young children; child development and the ways in which children learn; the roles played by various adults in a child’s education; behaviour management strategies.
* Have awareness of policies and procedures relating to child protection, health and safety, equal opportunities, confidentiality and safeguarding.
* Knowledge and understanding of other cultures from personal experience.
 | * Experience working with children with specific social and emotional needs.
* Willingness to participate in INSET days and attend courses for their own professional development.
* Have the ability to work effectively and network with a wide variety of support services.
* Knowledge of issues related to disadvantaged sections of the community.
* Knowledge of working with EAL students.
 | ReferencesInterviewApplication |

**“The Headteacher is resolutely determined that all pupils have the best possible education, whatever their circumstances. He has instilled high aspirations in all leaders, teachers and pupils.” Ofsted**