

PERSON SPECIFICATION

POST: Cover Supervisor [Unqualified Teacher Scale 2-6]

L = Letter I = Interview App = Application R = Reference

| | Essential | Desirable | Shown in |
|---|-----------|-----------|----------|
| Qualifications and Training | | | |
| 1. Qualified teacher status | | ✓ | APP/L |
| 2. Graduate | ✓ | | APP/L |
| 3. Evidence of further recent and appropriate professional development | ✓ | | APP/L |
| Experience | | | |
| 1. Ability to teach consistently good lessons | ✓ | | L/I/R |
| 2. Experience of strategies for the effective management of pupil behaviour | ✓ | | L/I/R |
| 3. Ability to plan sequences of lessons where necessary | ✓ | | L/I/R |
| 4. Working in a school which includes urban, ethnically diverse communities | | ✓ | L/I/R |
| 5. Experience of working within a Primary School/Phase Setting | | ✓ | L/I/App |
| Knowledge | | | |
| 1. Current educational issues and their implications | ✓ | | L/I/R |
| 2. How to raise attainment, achievement and aspirations | ✓ | | L/I/R |
| 3. Developments in personalised learning and assessment | ✓ | | L/I/R |
| 4. The implications of Safeguarding | ✓ | | L/I/R |
| 5. How e-learning can support the curriculum and achievement | ✓ | | L/I/R |
| 6. Developing teaching styles to meet learning needs | ✓ | | L/I/R |
| Skills and Abilities | | | |
| 1. High order administrative and organisational skills, with good attention to detail | ✓ | | L/I/R |
| 2. Good oral and written skills. English and maths to GCSE grade C or Level 4 equivalent and 3 other GCSE qualifications to Grade C or L4 or above. | ✓ | | L/I/R |

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|---|---|--|-------|
| 3. Ability to manage pupil behaviour firmly, effectively and positively | ✓ | | L/I/R |
| 4. Resilience, ability to deal with a large volume of work and heavy demands on one's time | ✓ | | L/I/R |
| 5. Ability to reach logical conclusions and make high quality reasoned decisions based upon available information | ✓ | | L/I/R |
| 6. Ability to listen, reflect and respond accordingly | ✓ | | L/I/R |
| 7. Ability to command respect from pupils, staff and parents | ✓ | | L/I/R |
| 8. Ability to work collaboratively to resolve problems and issues | ✓ | | L/I/R |
| 9. Ability to lead and to be part of a team | ✓ | | L/I/R |
| 10. ICT skills to support teaching, learning and management | ✓ | | L/I/R |
| 11. The ability to think and plan strategically | ✓ | | L/I/R |
| 12. Excellent interpersonal skills including sensitivity, tact, diplomacy and wisdom | ✓ | | L/I/R |
| 13. Ability to see the funny side. | ✓ | | L/I/R |
| Values | | | |
| 1. Committed, open and honest with high standards and expectations of self and others | ✓ | | L/I/R |
| 2. Ambitious for pupils, school, colleagues and self | ✓ | | L/I/R |
| 3. Passionate about inclusion and equal access | ✓ | | L/I/R |
| 4. Likes children | ✓ | | App/I |