



## **BIRCHENSALE MIDDLE SCHOOL**

### **PERSON SPECIFICATION**

**JOB TITLE:** Cover Supervisor

It is envisaged that candidates will have most of the following attributes:

- An enthusiastic and successful person who can deliver high quality standards of cover work in the classroom
- The ability to work as part of a team
- A teacher who is committed to the aims and values of our school and is willing to contribute to our whole school improvement programme
- Clear ideas for, and demonstrated experience of, behaviour management, classroom organization and flexibility to cover lessons across years 5 to 8 and across all 13 curriculum subjects.
- A good understanding of child development and the ability to differentiate and select appropriate resources in accordance with pupils' ability
- Good written and oral communication skills
- Flexibility and willingness to be involved in the school and see the school as community
- Commitment to equal opportunities for all school users
- Commitment to encouraging children to develop self-esteem and tolerance of others
- Commitment to furthering own professional knowledge, skills and experience
- Good IT skills

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Qualifications and Training</b>	GSCE Maths & English  Willingness to develop new skills and consider new approaches to teaching and learning	Honours degree	Application form  Certificates
<b>Experience</b>	Successful school experience as a Teaching Assistant  Cover Supervisor experience	Currently an HLTA	Application form  Interview  References
<b>Skills and Abilities</b>	Strong classroom management skills  Ability to establish positive working relationships with students  Experience of using IT	Ability to teach/cover a wide range of curriculum subjects	Application form  Interview  References
<b>Other Factors</b>	Commitment to working as part of a team, including the sharing of successful teaching and learning strategies  Enthusiasm for and enjoyment of teaching		Interview  References
<b>Safeguarding</b>	Commitment to safeguarding and promoting the welfare of children and young people.  Completion of satisfactory DBS check		Interview  DBS