

Person Specification

POSITION: Cover Supervisor (Learning Assistant Level 3)

CRITERIA	E= Essential D = Desirable	Identified by
Knowledge <ul style="list-style-type: none"> Understanding and working knowledge of the national curriculum and other learning programmes (within specified age range/subject area) e.g. knowledge of core subject areas etc Working knowledge and understanding of principles of child development, learning styles and independent learning Working knowledge of relevant policies/codes of practice/legislation Understanding of inclusion, especially within a school setting Experience of resources preparation to support learning programmes 	E E E E E	Application Form/Interview Application Form/Interview Application Form/Interview Application Form/Interview Application Form/Interview
Skills and Abilities <ul style="list-style-type: none"> Ability to work effectively within a team environment, understanding classroom roles and responsibilities Ability to build effective working relationships with all pupils and colleagues Ability to promote a positive ethos and role model positive attitudes Ability to work with children at all levels regardless of specific individual need and identify learning styles as appropriate Ability to adapt own approach in accordance with pupil needs Excellent personal numeracy and literacy skills Effective use of ICT to support learning 	E E E E E E D	Application Form/Interview Application Form/Interview Interview Interview Interview Application Form/Interview Application Form/Interview
Qualifications and Training <ul style="list-style-type: none"> Relevant experience of working with children in an educational setting (within specified age range/subject area) NVQ III or equivalent in teaching assistance or relevant experience Requirement to complete DfES Teacher Assistant Induction Programme Willingness to participate in relevant training and development opportunities Training in the literacy/numeracy strategy Training in Special Educational Needs strategies Willingness to undertake appointed person certificate in first aid administration Specialist subject knowledge curriculum/ resources (enter specifics here) if required by school 	E D E E E D D E	Application Form Application Form Interview Interview Application Form Application Form Interview Application Form/Interview
Professional Values and Practice Must be able to demonstrate all of the following: <ul style="list-style-type: none"> High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements Ability to understand, build and maintain successful relationships with pupils and colleagues, treat them consistently, with respect and consideration, and demonstrate concern for their development as learners. Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils with whom they work Ability to work collaboratively with colleagues, and carry out role effectively, knowing when to seek help and advice Able to liaise sensitively and effectively with parents and carers recognising role in pupils' learning Able to improve their own practice through observations, evaluation and discussion with colleagues 	E	Application Form/Interview
Other Circumstances An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E	Interview