**Person Specification – Cover Supervisor (Primary)**

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|  | **Essential** | **Desirable** |
| **Qualifications** | GCSEs, including Mathematics and English at Grade 4 or above, or equivalent.  A willingness to undertake training as required for the role. | Further or higher education relevant qualification or equivalent. |
| **Relevant Experience** | Previous experience of working with primary aged children, individually and in large groups.  Experience of effectively using behaviour management strategies to address learners behaviour. | Experience of working in an academy or similar setting. |
| **Knowledge and understanding** | Demonstrate an understanding of, and commitment to, the over-arching priority of improving outcomes for all learners. |  |
| **Skills and aptitudes** | Ability to work well as an individual and as part of a team.  Ability to build excellent relationships with learners and colleagues, leading by example.  Ability to demonstrate excellent communication skills, both written and verbal.  Ability to establish a constructive, safe and ordered atmosphere in the classroom.  Able to give clear instructions and keep accurate clear records.  Excellent IT skills. |  |
| **Other** | Desire to support learners (and their families) from all ability ranges to achieve their full potential.  The ability to manage own workload and prioritise effectively.  Ability to work flexibly and accept challenges with a positive proactive attitude.  Be able to demonstrate a commitment to promoting the ethos of our Trust |  |