

## Person Specification for the role of Cover Supervisor

Attributes	Requirements	Essential	Desirable
<b>Education Qualifications</b>	Must have at least RQF L2 in English Language and Mathematics	✓	
	Training in relevant strategies, eg literacy, numeracy, behaviour	✓	
	Right to Work in the UK	✓	
	Up to date Safeguarding training		✓
<b>Experience</b>	Experience of working with young people	✓	
	Experience of working in a school setting or alternative education		✓
	Understanding of using de-escalation techniques for behaviour and proven experience implementing these		✓
	Some experience of delivering lessons to students	✓	
<b>Personal &amp; Professional Skills &amp; Attributes</b>	Excellent interpersonal skills and the ability to build effective relationships with students, staff and other professionals	✓	
	Good understanding of child development with the ability to apply behaviour management policies and strategies which contribute to a purposeful learning environment	✓	
	Ability to manage your own behaviour in response to students' actions, maintaining high professional standards at all times	✓	
	Good understanding of intervention programmes and strategies, especially in literacy, numeracy and behaviour management		✓
	Knowledge of effective behaviour management policies and strategies so as to contribute to effective learning environments	✓	
	Highly ambitious on behalf of students with a positive outlook and determination to motivate and enthuse pupils to develop and learn	✓	
	Ability to work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these	✓	
	Accurate and well organised approach to work	✓	
	Ability to work calmly under pressure and to adapt quickly and effectively to changing circumstances or situations	✓	
	Can use ICT effectively to support learning	✓	
	Excellent verbal and written communication skills	✓	
	Approachable, non-judgemental and a good listener	✓	
	Ability to encourage students to learn using pre-set materials	✓	
	An understanding of the need for confidentiality when dealing with sensitive information	✓	
	Knowledge of school-based systems such as SIMS, ClassCharts and ShowMyHomework	✓	
	Knowledge of issues surrounding safeguarding, Child Protection, Prevent Duty and the care of Looked After Children	✓	
<b>Other</b>	Supportive of the school's excellent staff attendance and punctuality record	✓	
	Willingness to identify own training and development needs and participate in development and training opportunities	✓	
	Set a good example in terms of dress, punctuality and attendance	✓	
	Contribute actively to the wider life of the school		✓