

The Compton School – Person Specification Post: Senior Cover Supervisor

Attributes	Requirements necessary for safe and effective performance of the job	Essential	Desirable
Education, Qualifications and Knowledge	 A level of literacy and numeracy sufficient to fulfil the duties of the post. Higher Level qualification, e.g. HND, degree/ Teaching Qualification 	J	J
Experience	 Recent successful experience as a Teacher or similar position within an educational environment Proven experience of managing a successful team 	J	
Aptitudes and skills	 The ability to lead, coach and motivate staff, providing professional development as identified A flexible approach to work Can use ICT effectively to support learning Working knowledge of secondary curriculum and other relevant learning programmes Ability to encourage students to learn using preset material Understand and be able to use a range of 	J J J	
	 strategies to deal with classroom behaviour as a whole and individual behavioural need. Ability to critically evaluate own performance and make any necessary changes to be more effective Good verbal and written communication skills 	J	
	 Good verbal and written communication skills and the ability to relate well to students and adults Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within 	J	
	 these An ability to use own initiative, work independently, motivate and inspire with a creative approach to problem solving Well organised, self-motivated and hardworking An excellent attendance and punctuality record 	J J J	
Personal attributes	Ability to remain calm when under pressure and employ tact and diplomacy in all situations	J	

	 Ability to gain respect of students through manner of confidence and authority Understanding of the need for continuing professional development To present oneself in a professional way that is consistent with the values and expectations of the school Ability to demonstrate commitment to Equal Opportunities 	J J J	
Safeguarding children	 A commitment to safeguarding and promoting the welfare of children and young people This post allows substantial access to children; candidates are required to comply with School procedures in relation to DBS checks. If candidates are successful in their application prior to taking up post, an enhanced DBS check will be required. 	J	
Specific	Hours of work : 32.5 hours per week (term time		
Information related to the	only)		
post	Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended. Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointment interview		