



Job Description

Cover Supervisor – Level 3 Grade 4

Teaching and Learning

The post holder will report to the Head of Department. Apart from other colleagues in the school, the main contacts of the job are: Head Teacher, teaching staff, other support staff and pupils.

Main Purpose of the Job:

Provide cover for whole classes e.g. to cover short term teacher absence. During the cover periods, there will be a requirement for the cover supervisor to carry out specified work such as planning, preparation, assessment and reporting.

Deliver learning programmes and support individual pupils, small groups as directed.

Under the guidance of a teacher, manage specialist support in a specific area of the curriculum and take a lead role in addressing the needs of pupils who require help to overcome barriers to learning.

Main Duties

Support for pupils

1. To work with groups of children under the supervision of the teacher or Head of Department including the implementation the delivery of programmes of work and implementation of Individual Learning Plans
2. Use specialist (curricular learning) skills/training/experience to support pupils
3. Establish good relationships with pupils, taking on role model by presenting a positive personal image and responding appropriately to individual needs
4. Promote the inclusion and acceptance of all pupils
5. Encourage pupils to interact and work co-operatively with others and engage all pupils in activities
6. Promote independence and employ strategies to recognise and reward achievement
7. Give regular feedback on children's progress to the class teacher and file records
8. Provide feedback to pupils in relation to progress and achievement

Support for Teachers

9. Under the direction of the teacher prepare the classroom for lessons, including display work and clear afterwards as appropriate.
10. Give regular feedback on children's progress to the class teacher and file records
11. Contribute to the planning cycle, managing and preparing resources, evaluating and adjusting lessons/work plans as directed by the teacher
12. Be responsible for keeping and updating records, information and data, producing analysis and reports as required
13. Provide objective and accurate feedback and reports as required, to the teacher on pupil achievement, progress and other matters, ensuring the availability of appropriate evidence
14. Undertaking marking of pupils' work and accurately record achievement/progress
15. Administer and assess routine tests and invigilate exams
16. Monitor and manage stock within an agreed budget, cataloguing resources and undertaking audits as required
17. Liaise with parents/carers, schools and establish constructive relationships and communicate with other relevant bodies to support achievement and progress of pupils (this includes attendance at parents meetings)
18. Contribute to the development and implementation of appropriate behaviour management strategies
19. Monitor and evaluate pupil responses to learning activities through observation and planned recording of achievement against predetermined learning objectives

Support for the Curriculum

20. Implement agreed learning activities/teaching programmes, adjusting activities according to pupil responses/needs, including assessment
21. Contribute to the development of lesson/work plans
22. Provide Curriculum / resource support and undertake programmes including those linked to local and national learning strategies
23. Support the use of ICT in learning activities and develop pupils' competence and independence in its use
24. Assist pupils to access learning activities through specialist support
25. Determine the need for, prepare and maintain general and specialist equipment and resources

Support for the School

26. Ensure strategic processes are complied with in order to overcome barriers to learning, including eg behaviour management strategies
27. Be aware of and comply with child protection procedures, health and safety and security, confidentiality and data protection, reporting any concerns to the relevant member of staff
28. Accompany teachers and pupils on educational visits
29. Assist in maintaining high standards of health and safety at all times.
30. Maintain good relationships with colleagues and work together as a team.
31. Assist in the supervision of classroom and outdoor activities.
32. Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.
33. Contribute to the overall ethos/work/aims of the school.
34. Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate

All elements of Specified Teaching Work undertaken by the postholder will be within the framework of the school's Scheme of Supervision in line with the 2003 Regulations and amended Regulations 2007. Specified work may cover a range of activities at different levels. Headteachers will ensure that the support staff member has the skills, experience and expertise required to carry out 'specified work'.

The Teaching Assistant/Cover Supervisor must carry out his or her duties with full regard and commitment to the Governing Body and City Council Policies.

Where the postholder is disabled, every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the job. If, however, a certain task proves to be unachievable, job redesign will be fully considered.

The school is committed to safeguarding and promoting the welfare of young people and vulnerable adults and expects all staff and volunteers to share this commitment. Successful candidates will be required to undertake an enhanced DBS check.

Person Specification
Teaching Assistant/Cover Supervisor – Level 3 Grade 4
Teaching and Learning

For this job we are looking for:

- Experience of working with or caring for children of a relevant age
- Experience of working with pupils with additional needs
- Numeracy/literacy skills (at a level equivalent to Level 2)
- NVQ Level 3 for Teaching Assistants or equivalent qualification or experience
- Willingness and ability to undertake HLTA Level responsibilities (refer to HLTA standards)
- Willingness to participate in training, performance management and self-evaluate learning needs and actively seek learning opportunities
- Training in the relevant learning strategies and /or in a particular curriculum or learning area, e.g. bilingual
- Ability to relate well to children and adults
- Ability to work as part of a team
- An understanding of the role of the Teaching Assistant and other professionals working in the classroom
- Ability to use relevant technology eg photocopier
- Effective use of ICT to support learning
- Full working knowledge and understanding of national/foundation stage curriculum and other basic learning programmes/strategic processes and barriers to learning
- Understanding the principles of child development and learning processes
- Ability to organize and motivate
- Knowledge of strategic processes and barriers to learning, including e.g behaviour management strategies
- Ability to self-evaluate learning needs and actively seek learning opportunities
- Willingness to undertake first aid training as appropriate

Personal Style and Behaviour

- Tact and diplomacy in all interpersonal relationships with the public, pupils and colleagues at work.
- Self-motivation and personal drive to complete tasks to the required timescales and quality standards.
- The flexibility to adapt to changing workload demands and new school challenges.
- Personal commitment to ensure that the provision of support is equally accessible and appropriate to meet the diverse needs of pupils.
- Personal commitment to continuous self-development.
- A commitment to continuous service improvement.