

COVER SUPERVISOR PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	Educated to a high standard with a minimum GCSE grade C in English and mathematics (or equivalent qualifications) or NVQ Level 2 (or by test).	Educated to degree level
Experience	Recent experience of working in a school in a similar role.	Recent successful experience of teaching and developing literacy, communication and numeracy.
Professional Development	Commitment to continuing personal and professional learning through participating in development and training opportunities.	Evidence of recent Professional learning.
Knowledge & Understanding	Ability to communicate and relate to staff, students and parents alike. Effective use of ICT and technology. Ability to work constructively as part of a team. Ability to effectively use ICT to support learning, or to undertake training to do so. Understanding of behaviour management strategies.	An awareness of the wider context of the National Curriculum, including programmes of study and developments like the framework for teaching English in KS3 and 4. Excellent understanding of curriculum and pedagogical issues relating to reading, writing, communication and numeracy Knowledge of effective strategies to include and meet the needs of all students, in particular students learning EAL and students with SEND
Personal Attributes	Calm, assertive and authoritative manner Ability to form and maintain appropriate professional relationships and boundaries with children and young people. Flexibility to cope with diverse needs of the post. Resilience to work under pressure. Positive, personable and optimistic. Solutions focussed.	

Merchants' Academy is part of Venturers Trust and is committed to equality, safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all staff.