

SELECTION CRITERIA

Cover Supervisor

Education and Qualifications	Essential	Desirable
Minimum of five GCSEs (or equivalent) with English and Maths at Grade C/4 or above.	✓	
Commitment to personal/professional development	✓	
Evidence of continuing professional development		✓

Experience	Essential	Desirable
Experience of working with KS3 and KS4 children		✓
Previous experience as a cover supervisor or teaching assistant		✓

Teaching and Learning	Essential	Desirable
Confident classroom presence	✓	
Committed to ensuring excellent standards of behaviour at all times	✓	
Good communication skills	✓	

Skills and Attributes	Essential	Desirable
Ability to establish good working relationships with students, parents and staff	✓	
Ability to follow instructions and deliver pre-set work effectively	✓	
Enthusiasm and good sense of humour	✓	
Excellent role model for staff and students	✓	
Adaptability to work across year groups and with different students	✓	

Child Protection	Essential	Desirable
Commitment to form and maintain appropriate relationships and personal boundaries with young people	✓	
Commitment to safeguarding and promoting the welfare of young people	✓	
Understanding of how best to promote the health, safety and well-being of young people	✓	

Personal Qualities	Essential	Desirable
High expectations of students and colleagues	✓	
Reliable, punctual, and well-organised	✓	
Enthusiastic and committed	✓	
Excellent interpersonal skills	✓	
Ability to be reflective and self-critical	✓	
Display calmness under pressure	✓	