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| **Person Specification for Cover Supervisor** |
| **Criteria** | **Essential** | **Desirable** | **How Assessed** |
| **Student Wellbeing** | * Enhanced Disclosure and Barring Service Certificate
 |  | Certificate |
| **Qualifications** | * GCSEs (A-C) including English and Maths
 | * High-level vocational qualifications or degree
* A levels
 | LetterApplication form References |
| **Experience** | * Recent experience of working with young people in a learning environment providing support, assistance and guidance to students
 | * Recent experience of supporting students in a school environment
 | InterviewLetter Application Form |
| **Skills and****Attributes** | * Effective behaviour management
* The ability to empathise with young people and build positive relationships
* The potential to develop his/her own career further
* The ability to communicate effectively with students, staff and parents
 | * The ability to take initiative
* The ability to work alongside a range of professionals
* Previous experience of working in a flexible way
* An awareness of the school curriculum
* Willingness to contribute to extra-curricular activities
 | InterviewReferences |
| **Personal****Qualities** | * High expectations of

students and colleagues.* Enthusiasm, determination and

commitment.* Open–mindedness.
* A forward thinking approach.
 | * Charismatic
* Sense of humour
 | Interview  |