

SIR WILLIAM ROBERTSON ACADEMY	
JOB DESCRIPTION	
JOB TITLE: Cover Supervisor	JEM Number 01-132
REPORTS TO: Headteacher or other designated person	
1.	PURPOSE OF JOB: To supervise pupils and their work when teacher is absent. The role involves taking sole charge of a group of pupils as required; there will be a system of supervision in place from qualified teachers in case of any difficulties.
2.	MAIN RESPONSIBILITIES, TASKS & DUTIES
i.	In accordance with DfES recommendations the postholder should be familiar with the full range of school policies, particularly those regarding health and safety, equal opportunities and special educational needs.
ii.	The postholder should have the necessary skills to manage safely classroom activities, the physical learning space and resources for which they are responsible as advised by the DfES.
iii.	DfES recommends postholders have an understanding and ability to use a range of strategies to deal with classroom behaviour, as a whole, and also individual behavioural needs. The postholder must manage the behavior of pupils whilst they are undertaking the work to ensure a constructive environment.
iv.	Supervise work that has been set in accordance with the school policy.
v.	Respond to any questions from pupils about process and procedures.
vi.	Deal with any immediate problems or emergencies according to the schools' policies and procedures.
vii.	Collect any completed work after the lesson and return it to the appropriate teacher.
viii.	Report back as appropriate using the school's agreed referral procedures on the behaviour of pupils during class, and any issues arising
3.	MANAGEMENT OF PEOPLE SUPERVISION OF PEOPLE No formal management/supervision
4.	CREATIVITY AND INNOVATION Postholder must understand and utilize a range of strategies to deal with classroom behaviour as a whole and also individual behavioural needs.
5.	CONTACTS AND RELATIONSHIPS Direct contact with pupils, Headteacher and other employees at the school.
6.	DECISIONS
a)	Discretion The postholder must act in accordance with school policies and procedures and relevant legislation, particularly in relation to child protection and behavior management.
b)	Consequences Impact would be to a child or group of children and should be easily identified and rectified.

7.	RESOURCES The postholder has no responsibility for resources.
8.	WORK ENVIRONMENT
	a) Work Demands Tasks may be interchanged but overall programme is not interrupted.
	b) Physical Demands School based, limited physical effort required.
	c) Working Conditions Work normally performed in a heated, lit and ventilated environment; may be exposed to moderate noise.
	d) Work Context Potential risk to well being through management of pupil behaviour. The postholder may have limited exposure to abuse/aggression from pupils, parents and carers.
9.	KNOWLEDGE AND SKILLS GCSE or equivalent in 3 -5 subjects to include Maths and English. 1 years experience in a school environment. Postholder must be aware of and adhere to school Health and Safety policy.
10.	GENERAL

Job Evaluation - This job description has been compiled to allow the job to be evaluated using the GLEA Job Evaluation scheme.

Other Duties - The duties and responsibilities in this job description are not exhaustive The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

Equal Opportunities - The postholder is required to carry out the duties in accordance with AST Equal Opportunities policies.

Health and Safety - The postholder is required to carry out the duties in accordance with the SWRA Health and Safety policies and procedures.

All school staff have a responsibility to safeguard and promote the welfare of children and young people within the school.

	Name:	Signature:	Date:
Job Description written by: [Manager]
Job Description agreed by: [Postholder]