

PERSON SPECIFICATION

POST: Cover Supervisor [Unqualified Teacher Scale 2-6]

L = Letter I = Interview
App = Application R = Reference

	Essential	Desirable	Shown in
Qualifications and Training			
1. Qualified teacher status		✓	APP/L
2. Graduate	✓		APP/L
3. Evidence of further recent and appropriate professional development	✓		APP/L
Experience			
1. Ability to teach consistently good lessons	✓		L/I/R
2. Experience of strategies for the effective management of pupil behaviour	✓		L/I/R
3. Ability to plan sequences of lessons where necessary	✓		L/I/R
4. Working in a school which includes urban, ethnically diverse communities		✓	L/I/R
Knowledge			
1. Current educational issues and their implications	✓		L/I/R
2. How to raise attainment, achievement and aspirations	✓		L/I/R
3. Developments in personalised learning and assessment	✓		L/I/R
4. The implications of Safeguarding	✓		L/I/R
5. How e-learning can support the curriculum and achievement	✓		L/I/R
6. Developing teaching styles to meet learning needs	✓		L/I/R
Skills and Abilities			
1. High order administrative and organisational skills, with good attention to detail	✓		L/I/R
2. Good oral and written skills. English and maths to GCSE grade C or Level 4 equivalent and 3 other GCSE qualifications to Grade C or L4 or above.	✓		L/I/R
3. Ability to manage pupil behaviour firmly, effectively and positively	✓		L/I/R
4. Resilience, ability to deal with a large volume of work and heavy demands on one's time	✓		L/I/R

5. Ability to reach logical conclusions and make high quality reasoned decisions based upon available information	✓		L/I/R
6. Ability to listen, reflect and respond accordingly	✓		L/I/R
7. Ability to command respect from pupils, staff, parents and the community	✓		L/I/R
8. Ability to work collaboratively to resolve problems and issues	✓		L/I/R
9. Ability to lead and to be part of a team	✓		L/I/R
10. ICT skills to support teaching, learning and management	✓		L/I/R
11. The ability to think and plan strategically	✓		L/I/R
12. Excellent interpersonal skills including sensitivity, tact, diplomacy and wisdom	✓		L/I/R
Values			
1. Committed, open and honest with high standards and expectations of self and others	✓		L/I/R
2. Ambitious for pupils, school, colleagues and self	✓		L/I/R
3. Passionate about inclusion and equal access	✓		L/I/R
4. Likes children	✓		App/I