



PERSON SPECIFICATION

Post title: Cover Supervisor

Academy: Academy 360

Reporting to: Academy Leader

Salary/pay range: SCP 7 – 11, £27,274 - £29,071 FTE, £23,532.88 - £25,083.38 actual salary

Hours of work: Full time

The successful candidate will meet the criteria detailed within this person specification. The listed criteria will form the basis of the selection process. Applicants should address all elements of the person specification, indicating experience and where appropriate, citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
Good standard of education (minimum GCSE English and Maths or equivalent)	X		Application
Relevant level 2/3 qualification e.g., - Level 2 Support Work in Schools - Level 2 Supporting Teaching and Learning in Schools Level 3 Cover supervision of Pupils in Schools		X	
First Aid Qualified (or willing to qualify)		X	
Willingness to develop new skills by participating in continual professional development (CPD)	X		
Evidence of relevant CPD	X		
Personal Attributes	Essential	Desirable	How Identified
Are highly ambitious for self and organisational growth	X		Application Interview Task
Are brave in leadership decision making, being innovative and forging new paths	X		
Are curious to identify solutions based on rigorous evidence and research	X		
Are determined to overcome obstacles and resilient in the face of challenge	X		
Are open minded to bringing about extraordinary change which may challenge the norm	X		
Are fast and nimble to address emerging needs and underperformance	X		
Are good , moral, truthful and treat others with respect	X		

Knowledge & Experience	Essential	Desirable	How Identified
Experience working with or supervising young people (e.g., in a school, you work, tutoring or similar)	X		Application Interview Task
Experience in a school or educational setting		X	
Understanding of safeguarding and child protection procedures		X	
Basic IT skills for classroom technology and registers	X		
Experience in managing groups or leading activities	X		
Skills	Essential	Desirable	How Identified
Ability to supervise a classroom and manage pupil behaviour effectively	X		Application Interview Task
Strong interpersonal and communication skills	X		
Strong organisational skills and ability to follow lesson plans	X		
Ability to work on your own initiative and under pressure	X		
Ability to follow school policies including behaviour, safeguarding, and health and safety	X		
Equal Opportunities	Essential	Desirable	How Identified
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		
Safeguarding	Essential	Desirable	How Identified
Committed to the protection and safeguarding of children and young people	X		Application Interview Task
Demonstrate up to date knowledge of relevant legislation and guidance in relation to working with young people	X		