

Person Specification: Cover Supervisor

			Method of assessment
Maths and English GCSE Grade C or equivalent.	Essential	✓	Application
	Desirable		
A record of recent and relevant continuing professional development.	Essential		Application
	Desirable	✓	
Experience:			
Experience of working within a team, making a positive contribution, and working alone.	Essential	✓	Application /Reference
	Desirable		
Experience of raising achievement and attainment in an educational establishment.	Essential		Application/ Interview
	Desirable	✓	
Previous experience of working with young people.	Essential		Application / References
	Desirable	✓	
Effective written and oral communication.	Essential	✓	Application / References
	Desirable		
Experience of ensuring high standards of behaviour and discipline for students and staff or colleagues in a work environment.	Essential	✓	Interview
	Desirable		
Skills			
Has high expectations of children and a commitment to ensuring they achieve their full educational potential. Have fair, respectful, trusting, supportive and constructive relationships with them.	Essential		Interview
	Desirable	✓	
Ability to use ICT effectively including databases.	Essential	✓	Interview
	Desirable		
Promote Best Practice in all aspects of the Academy's work.	Essential	✓	Application/ Interview
	Desirable		
Monitoring and intervening to ensure sound learning and discipline.	Essential		Interview
	Desirable	✓	
Ability to evaluate your own performance critically to improve effectiveness.	Essential	✓	Interview
	Desirable		
Personal Attributes:			
Standing up and being counted - honesty, personal integrity and ethical decision making; taking responsibility for their actions and consequences.	Essential	✓	Reference / Interview
	Desirable		
Reflective and thoughtful - able to identify their own strengths, limitations and errors in a positive way through thoughtful consideration to their own learning and experience.	Essential		Interview
	Desirable	✓	
Emotionally intelligent and resilient especially in the face of difficulty and challenges.	Essential	✓	Interview
	Desirable		
Flexible in outlook towards work both with regard to content and hours, reliable and efficient.	Essential	✓	Interview
	Desirable		
Demonstrates and articulates high expectations and sets stretching targets for the whole Academy community and ability to take appropriate action when performance is unsatisfactory.	Essential	✓	Interview
	Desirable		