



HELSEBY HIGH SCHOOL

Person Specification: Cover Supervisor

	Essential	Desirable	How identified
Qualifications and Training	<ul style="list-style-type: none"> • Good standard of general education including 5 GCSE's or equivalent (Graded A-C) including Maths and English • Willingness to undertake appropriate training. • Ability to contribute to the management of pupil behaviour. • DBS clearance 		Application & Certificates
Relevant Experience	<ul style="list-style-type: none"> • Evidence of ability to form professional relationships with both students and colleagues. • Evidence of working with young people. • Evidence of the successful application of behaviour management techniques. 	<ul style="list-style-type: none"> • A broader experience that could be applied to enrich the education of young people 	Application References Interview
Skills and Knowledge	<ul style="list-style-type: none"> • Knowledge of a variety of approaches to learning and high expectations of young people • Commitment to adding value beyond the curriculum to the education of young people • To be able to communicate, both verbally and written, effectively with both adults and children in a wide range of different contexts • Be able to understand the concepts of learning, both independent and personalised and facilitate within a classroom environment. 	<ul style="list-style-type: none"> • Effective use of ICT to enhance learning 	Application References Interview
Personal Qualities	<ul style="list-style-type: none"> • Commitment to personal development • Ability to work independently and as part of a team • Self-motivation, enthusiasm and flexibility in working with young people • Professional approach to the duties and responsibilities of cover supervision. • Willingness to take initiative and take responsibility • Commitment to safeguarding and promoting the welfare of children and young people. • Approachable, inclusive with an ability to use tact and discretion. 		References Interview