

**St Mary’s CE High School**

**Cover Supervisor**

**PERSON SPECIFICATION**

Ideally, Cover Supervisors should have experience of working with young people, or at least a passion to work with young people. They could have backgrounds in teaching, counselling, youth work, careers work, social services, the Services or related professions, or be considering a career working in one of these services in the longer term. (E=essential; D=Desirable)

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| **Experience** | * Experience of working with children and young people (D)(E)
* Experience of planning, monitoring and evaluating (D)
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| **Knowledge** | * Sound working knowledge of Microsoft Office/databases (E)
* Knowledge of secondary school organisation and procedures (D)
* Knowledge and understanding of the issues which affect the engagement, motivation and achievement of young people (E)
* Knowledge and understanding of equality issues within a learning environment (E)
* Knowledge of a range of strategies that encourage participation and engagement of young people (E)
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| **Abilities** | * Ability to learn use of a range of software packages accurately (E)
* Ability to use initiative to effectively solve problems (E)
* Ability to identify potential barriers to students’ learning and to develop strategies to overcome these barriers (E)
* Ability to work autonomously and as a member of a team (E)
* Ability to relate positively to people across a wide age and ability range, and from diverse cultural, linguistic and ethnic backgrounds (E)
* Ability to exercise initiative and accept responsibility and accountability (E)
* Ability to plan over a prolonged period, while being organised and paying attention to detail (E)
* Ability to build effective working partnerships with, and gain the confidence of, students, families and professionals from agencies who support the school (E)
* Ability to communicate effectively, orally and in writing (E)
* Ability to establish and maintain systems for record keeping (E)
* Ability to interpret and use effectively a range of student data (D)
* Commitment and willingness to engage in ongoing personal learning and professional development (E)
* Support and promote the Christian ethos and values of the school in all aspects of the role (E)
* To work closely with the Staff to ensure that student needs are met (E)
* To ensure that appropriate records are kept, relating to attendance, behaviour for learning and the welfare of students (E)
* To keep up to date with the use of ICT to facilitate student support (E)
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• In addition to candidate’s ability to perform the duties of the post, the interview will also explore issues relating to the safeguarding and promoting the welfare of children including:

• Motivation to work with children and young people (E)

• Ability to form and maintain appropriate relationships and personal boundaries with children and young people (E)

• Emotional resilience in working with challenging behaviours (E)

• Attitudes to the use of authority and maintaining discipline (E)

If the candidate is short listed, any relevant issues arising from references will be taken up at interview.

November 2022