



**Job Title** Cover Teacher  
**Location** Waterside Academy  
**Grade** MPS  
**Hours** Part time  
 (up to three days)

### Person Specification

<b>A. Training and qualifications</b>	Essential	Desirable
Qualified Teacher Status	✓	
A good honours degree in a relevant subject	✓	
Evidence of continuous training and commitment to further professional development		✓
Therapeutic thinking (or equivalent) behaviour training		✓

<b>B. Knowledge, Skills and Understanding</b>	Essential	Desirable
Current knowledge of Child Protection & Safeguarding policies/procedures	✓	
Effective provision for the individual needs of all children	✓	
Effective strategies for assessment and planning	✓	
Experience of subject leadership		✓
Experience of other 'middle' leadership		✓
Experience of assessment for learning (AfL)	✓	
Experience of using strategies to continuously raise standards of all children, including those with additional needs/SEND and more able	✓	
Experience of using strategies to improve the learning & achievement of all children, including those with additional needs/SEND and more able	✓	
An up-to-date understanding of the National Curriculum	✓	
Experience of coordinating curriculum coverage across year groups		✓
Ability to work effectively within a team of staff, governors and the MAT	✓	
Ability to establish, develop and maintain positive working relationships with parents, governors and the community	✓	
Ability to create a happy, challenging and effective learning environment	✓	
Effective written and oral communication	✓	
Demonstrate consistently good or outstanding classroom practice, including confident use of ICT	✓	
Sound understanding of current educational issues including the requirements from the Ofsted framework	✓	



<b>C. Personal Qualities</b>	Essential	Desirable
The ability to work positively in a team	✓	
Shows warmth, sensitivity, empathy, and enthusiasm	✓	
Good interpersonal skills	✓	
Creative in problem solving with a willingness to try new approaches/ideas	✓	
Good personal organisation with ability to prioritise workload	✓	
A positive attitude towards professional development and own learning	✓	
Reliability & integrity	✓	
Ability to support colleagues and respond to emergent situations	✓	
Feedback friendly	✓	
Potential to show leadership qualities		✓

<b>D. Equal Opportunities</b>	Essential	Desirable
Commitment to equality of opportunity for all regardless of gender, disability, religion, and ethnic origin.	✓	

<b>E. Other requirements</b>	Essential	Desirable
Application forms should be completed in full	✓	
Covering letter should clearly address the needs of the school	✓	

**This post is subject to a receipt of two satisfactory references (obtained prior to interview), a satisfactory enhanced DBS check and occupational health clearances. There must be no 'gaps in employment' on your application form. Questions regarding child-protection processes and safeguarding will be asked at interview.**