



EAST RIDING  
OF YORKSHIRE COUNCIL

## **EMPLOYEE SPECIFICATION**

**POST TITLE:** Cover Supervisor

**POST NUMBER:** BSCS

Temporary ☐

Permanent ☒

Part Time ☐

Full Time ☒

Casual ☐

Hours of Work: 37 hours per week, term time only plus 5 training days (195 days)

	Essential	Desirable	How Measured During Recruitment and Selection Progress
<b>Experience</b>	<ul style="list-style-type: none"><li>• Experience within a classroom environment.</li><li>• Experience of motivating, supporting and guiding young people</li><li>• Experience of working with people aged 11-16.</li></ul>		Application Application/Interview Application
<b>Education/Training Qualifications</b>	<ul style="list-style-type: none"><li>• Good GCSE grades, or equivalent, including grade C or higher in English and Maths</li></ul>	<ul style="list-style-type: none"><li>• 'A' Level or equivalent qualifications</li><li>• Teaching qualification</li></ul>	Application Application
<b>Special Knowledge</b>	<ul style="list-style-type: none"><li>• Knowledge of the requirements for maintaining Health &amp; Safety within the classroom</li><li>• Knowledge of classroom and behaviour management</li><li>• Knowledge of SEND code of practice</li><li>• Knowledge of a wide range of subjects and courses taught at KS3 and KS4</li></ul>	<ul style="list-style-type: none"><li>• Ability to scaffold lessons and identify students requiring assistance</li><li>• Ability to monitor progress of students during the lesson</li></ul>	Application/Interview Application/Interview Application/Interview Application/Interview



	<b>Essential</b>	<b>Desirable</b>	<b>How Measured During Recruitment and Selection Progress</b>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Excellent communication skills</li> <li>• Good organisational and supervisory skills</li> <li>• Delivering group work</li> <li>• Ability to plan ahead</li> <li>• Ability to follow procedures accurately</li> </ul>		Interview/References Application/Interview  Interview/Reference Application/Interview Application/Interview
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Suitable to work with young people</li> <li>• Willing to undertake professional development</li> <li>• Committed to the progress of students at Bridlington School</li> <li>• Proactive approach to work</li> <li>• A 'can do' attitude</li> </ul>		At interview motivation and attitudes appropriate to working with vulnerable groups will be discussed along with any issues arising from references. DBS check Interview/References Interview/References
<b>Physical</b>	Able to fulfil the duties of the post with movement between classrooms throughout the day.		Application/Interview/Medical Screening