



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



	Essential	Desirable	How Measured During Recruitment and Selection Progress
Skills	<ul style="list-style-type: none">• Excellent communication skills• Good organisational and supervisory skills• Delivering group work• Ability to plan ahead• Ability to follow procedures accurately		Interview/References Applicaiton/Interview Interview/Reference Application/Interview Application/Interview
Personal Qualities	<ul style="list-style-type: none">• Suitable to work with young people• Willing to undertake professional development• Committed to the progress of students at Bridlington School• Proactive approach to work• A 'can do' attitude		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
Physical	Able to fulfil the duties of the post with movement between classrooms throughout the day.		Application/Interview/Medical Screening