**Cover Supervisor HLTA Person Specification**

**‘A place where everyone can flourish’ (John 10:10)**

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|  | Essential | Desirable | Evidence |
| Qualifications | Evidence of continued professional development  A commitment to further professional development | Qualified HLTA status or equivalent | Application form  Interview |
| Experience | A wide experience in voluntary or paid work with children where planning and leading is paramount | Previous Cover Supervisor or similar role | Application Form Supporting statement, Interview References |
| Knowledge and Understanding | The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);  Statutory National Curriculum requirements at the appropriate key stage;  The monitoring, assessment, recording and reporting of pupils’ progress;  The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEND and Child Protection;  The positive links necessary within school and with all its stakeholders;  Effective teaching and learning styles;  In depth knowledge of a specific area on which they could lead | The differences between a Community School and a VA Church of England Primary School  Inter disciplinary style of teaching and learning.  Innovations with regards to technology and teaching.  Know what style of teacher leadership works in what situations.  Know how to have positive, measurable impact as a Cover Supervisor. | Application Form Supporting statement, Interview References |
| Skills | Promote the school’s ethos and aims positively;  Create a happy, challenging and effective learning environment;  Teach challenging, well-organised lessons, using a variety of teaching strategies, across the age and ability range specified;  Manage learners’ behaviour constructively,  Use a range of assessment techniques to enable all children to make the fullest progress possible;  Establish and develop close relationships with parents, governors and the community;  communicate effectively (both orally and in writing) to a variety of audiences;  Use technology competently and confidently. | Develop strategies for creating community links.  Develop good personal relationships within a team;  Ability to evaluate own performance and commitment to improving  practice through appropriate professional development. | Application Form Supporting statement, Interview References |
| Personal Characteristics | A willingness to support the distinctly Christian nature of the school.  Approachable  Pro active  Brilliant communicator  Invested  Committed  Responsible  Reliable  Honest  Empathetic  Enthusiastic, with high expectations.  Organised  Resourceful  Compassionate  Caring  Gentle  Super sense of humour | Brings personal interests and enthusiasms to the school  community; | Application Form Supporting statement, Interview References |

Above all, you need to value each child, want the very best for them, and be prepared to put their needs first. You must recognise the importance of educating the whole child, including all learners and achieving high standards, within a creative, broad and innovative Discovery Curriculum.