

Job Description

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| DIRECTORATE: | Education, Early Years and Young People |
| DEPARTMENT: | Schools |
| POST: | Cover Supervisor |
| GRADE OF POST: | Grade 8 |
| RESPONSIBLE TO: | Headteacher |

JOB PURPOSE:

In the absence of the responsible class teacher enable the continuation of learning by interpreting, utilising, and delivering pre-prepared exercises and set work, as well as engaging, motivating and managing the behaviour of pupils.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- Cover the class using pre-prepared materials, deciding on modification where needed.
- Create and maintain a purposeful, orderly, and supportive environment in accordance with lesson plans.
- Assess learning needs and devise alternative methods of facilitating learning and understanding.
- Provide specialist care to those pupils with significant requirements.
- Promote inclusion and ensure all have equal access to opportunities to learn and develop.
- Be aware of the different requirements of pupils and provide interventions (if required).
- Monitor and evaluate the success of activities against agreed measures.
- Provide detailed and regular feedback to teachers on pupil achievement, progress and problems.
- Deliver interventions as and when required.
- Undertake break time duties.
- May be required to supervise others, allocating and checking work, instructing and monitoring staff within the classroom.

GENERAL DUTIES

Health and Safety

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#).

Equal Opportunities

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

Safeguarding

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding Team or Children's IAA Service within MASH.

Review and Right to Vary

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

Criminal Records Check

This post requires criminal records check through the Disclosure & Barring Service (DBS).

Person Specification

Cover Supervisor

The following attributes represent the range of skills, abilities, and experiences etc. relevant to this position. Applicants are expected to meet the attributes that have been identified as essential (Yes).

| Attributes | Requirements | Essential | Method of Evaluation/ Testing |
|---|---|-----------|---|
| Qualifications, Education & Training | <ul style="list-style-type: none"> NVQ level 4 for Teaching Assistants or equivalent qualification or experience. Appropriate First Aid training. | Yes | Production of original Qualification Certificates and application form. |
| | <ul style="list-style-type: none"> Registration with Education Workforce Council. | Yes | |
| Knowledge & Experience | <ul style="list-style-type: none"> Previous experience of working with children of relevant age. | Yes | Interview, application form and selection process. |
| | <ul style="list-style-type: none"> Knowledge and understanding of the Curriculum for Wales. | Yes | |
| | <ul style="list-style-type: none"> Understanding of principles of child development and learning. | Yes | |
| | <ul style="list-style-type: none"> Good understanding of classroom roles and responsibilities. | Yes | |
| Skills & Personal Qualities | <ul style="list-style-type: none"> Excellent literacy and numeracy skills. Effective use of ICT to support learning. Ability to develop and implement clear and realistic learning plans and monitor progress. Ability to relate well to children and adults. Ability to work constructively as part of a team. Courteous in dealing with staff, pupils, parents, and carers. Manages time effectively. Ability to deliver an intervention. | Yes | Interview, application form, and selection process. |

| Attributes | Requirements | Essential | Method of Evaluation/ Testing |
|------------|---|-----------|----------------------------------|
| | <ul style="list-style-type: none">Attend in school and after school professional development sessions (as and when needed).The ability to communicate through the medium of Welsh. | | |