



Person Specification Cover Supervisor

	Essential	Desirable	Evidence
Qualifications & Experience	<ul style="list-style-type: none"> • Educated to at least GCSE/GCE O level /CSE grade 1, in literacy and numeracy • Experience working with children of relevant age • Full working knowledge of relevant policies/codes of practice and general awareness of relevant legislation. • Ability to apply behaviour management policies and strategies which contribute to a purposeful learning environment • Working knowledge of national curriculum and other relevant learning programmes • Understanding of principles of child development and learning processes and in particular, barriers to learning • Ability to plan, with support, effective action for pupils at risk of underachieving 	<ul style="list-style-type: none"> • Previous experience (or formal training and experience) 	Application form, letter & references
Skills & Knowledge	<ul style="list-style-type: none"> • Necessary skills to manage classroom activities and the physical learning spaces safely. • Have the ability to work calmly under pressure and have the ability to adapt quickly and effectively to changing circumstances/situations. • An ability to use own initiative, work independently, motivate and inspire with a creative approach to problem solving. • Organise and keep effective records. • Ability to raise self esteem in children. • Excellent communication skills, both verbal and written. • Good interpersonal skills with children and adults. • The ability to critically evaluate own performance. • Flexible with effective time management skills. • Willingness to utilise the possibilities of ICT in the development of the post. 		Letter, references & selection process



The Avon Valley School and Performing Arts College

Personal qualities and skills	<ul style="list-style-type: none"> • Enthusiastic, sensitive, flexible, hard working with a sense of humour and ability to remain calm • High level skills of communication, time management and prioritisation • Ability to keep confidences • Excellent interpersonal skills and organisational skills • Ability to support and challenge • Ability to inspire, motivate and influence others • Ability to relate well to children and adults. • Calm and patient with children. • Ability to work within a team. • Enthusiastic and flexible. • Ability to smile when things don't quite according to plan 	<ul style="list-style-type: none"> • Ability to ask for help if required • Concern for the welfare of the school community 	Letter, references & selection process
Special Requirements	<ul style="list-style-type: none"> • Excellent punctuality and attendance record • Willingness to participate in the extracurricular life of the school 		References & selection process