



Job Title: Cover Supervisor

Band 6 Scale points 6-11

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Successful experience of working with children • Experience of working in a successful team. • Experience of leading learning for small groups and follow planning • Successful experience of leading learning activities with small groups • Experience of assessing and identifying needs • Successful experience of communicating with parents in a formal setting. • Working at Delius as an SNTA for at least 6 months 	<ul style="list-style-type: none"> • Experience of planning learning for small groups and whole classes • Experience of working with parents to support their children's learning • Experience of working with pupils with a range of special educational needs across a range of ages • Experience of leading an area of responsibility across school • Working at Delius for longer than 6 months
Qualifications	<ul style="list-style-type: none"> • GCSE English and Maths or equivalent e.g. Adult Literacy/Numeracy at level 	<ul style="list-style-type: none"> • Evidence of further relevant study. • HLTA Status or equivalent • Level 2,3, NVQ for Teaching Assistants or equivalent qualification or educated to graduate level • Nursery nurse qualification
Training	<ul style="list-style-type: none"> • Experience of/willingness to train in: Team Teach, Communication strategies, to train in the use of hoists and physical positioning, work in the pool ,personal care and hygiene • Evidence of recent and relevant professional development. 	<ul style="list-style-type: none"> • Experience of /willing to train in : therapy and medical interventions, specialist feeding techniques, other relevant strategies
Special knowledge and skills.	<ul style="list-style-type: none"> • Excellent communication skills. • An ability deliver programmes and interventions to meet specific needs • An understanding of an inclusive school environment. • ICT literate. • The ability to understand and empathise with the school community. • The ability to prioritise and manage records and paper work 	<ul style="list-style-type: none"> • An understanding of current educational issues • Willing to lead clubs

	<ul style="list-style-type: none"> • Working knowledge of a range of SEND Specific strategies • Willing to work across the age range, SEND range and across both sites at Co-op Academy Delius • Assessment skills and willing to use Evidence for Learning • In line with the Immigration Act 2016; be able to demonstrate fluency of the English Language at an Intermediate Threshold Level 	
Personal attributes	<ul style="list-style-type: none"> • An ability to empathise with and motivate children and staff. • The ability to review, evaluate and lead by example. • A commitment and desire to continue learning. • An ability to think flexibly and use a variety of strategies to engage children • Resilient, positive and able to model Co-op values 	