

'Making a positive difference to students' achievements and experiences,  
maintaining the highest expectations  
and inspiring self belief'

The successful candidate will share a commitment to:

- our core values as defined in our mission statement & motto (above) and our student ethos underpinned by Courtesy, Consideration, Contribution and Co-operation;
- a belief that every student can achieve irrespective of starting point or circumstance.

You will commit to our staff culture (as defined below) and will play your role in promoting and contributing to this culture amongst all staff at HWS.

### HWS Culture – Non-Negotiables

#### SHOW UP!

- ✓ **S**tudents come first
- ✓ **H**ard work – we do whatever is necessary to provide the best experience for our students
- ✓ **O**ur own children. We make HWS a school that we would be proud to send our own children to. We work to this end every single day.
- ✓ **W**e and not I. We are a team. We do what we say we do – we stick to school strategy, behaviours and processes.
- ✓ **U**naframed of failure. We are not afraid to fail, nor to learn from failure. When things go wrong, we do not blame – we support each other and we look after each other
- ✓ **P**rofessional trust and accountability. We trust each other implicitly professionally because we hold ourselves and each other to account openly and honestly for doing all of the above

**Person Specification**  
**Cover Supervisor**

**Experience**

- Experience of working with young people of secondary school age

**Qualifications/Training**

- Very good numeracy/literacy skills
  - At least Level 2 qualifications in numeracy and literacy
  - At least level 3 qualifications

**Knowledge/Skills**

- Ability to relate well to children and adults
- Can use ICT effectively to support learning
- Use of other equipment technology – video, photocopier
- Understanding of principles of child development and learning processes
- Ability to self-evaluate learning needs and actively seek learning opportunities
- Work constructively as part of a team, understanding classroom roles and responsibilities and your own position within these
- Excellent record of attendance and punctuality

**Equal Opportunities**

- Commitment to the implementation of the school's equal opportunities policy

**Continuing Professional Development**

- Willingness to undertake additional training/staff development as appropriate
- Ability to reflect on your own professional practice

**Health & Safety**

- Commitment to the implementation of the school's Health & Safety policy

**This post is subject to regular review to meet the changing needs of the school.**