

Person Specification – Mid Day Supervisor Chillingham Road Primary School

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

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|---|---|
| 1 | A positive attitude to all children and willingness to engage with them |
| 2 | Effective communication skills –verbal and written |
| 3 | Ability to maintain confidentiality |
| 4 | Adaptable, committed and a good team player |
| 5 | Effective behaviour management strategies |

Desirable

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| 8 | Experience of working with children with additional needs |
| 9 | First Aid experience |
| 10 | Previous experience of working in a school |

Part B: Assessment Stage

Items (insert any relevant numbers e.g. 1, 3 and 8) of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

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|---|--|
| 1 | Ability to relate well to adults and children |
| 2 | Adaptable, committed and a good team player |
| 4 | Ability to maintain confidentiality |
| 5 | Effective behaviour management strategies |
| 6 | Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> ▪ motivation to work with children and young people ▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people ▪ emotional resilience in working with challenging behaviours ▪ appropriate attitude to use of authority and maintaining discipline |
| 7 | No disclosure about criminal convictions or safeguarding concerns that makes applicant unsuitable for this post. |

Desirable

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|----|-----------------------------------|
| 8 | First Aid experience |
| 9 | Experience of working in a school |
| 10 | Flexible approach |

The following methods of assessment will be used:

| Method | | Method | |
|-----------|-----|--------|----|
| Interview | Yes | Task | No |

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

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| 1 | Enhanced Certificate of Disclosure from the Disclosure & Barring Service |
| 2 | Additional criminal record checks if applicant has lived outside the UK |
| 3 | Barred List check |
| 3 | Medical clearance |
| 4 | Two references from current and previous employers (or education establishment if applicant not in employment) |