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**Bluebell Meadow Primary School**

**Person Specification: Lunchtime Play Leaders – Grade 1**

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|  | Essential | **Desirable** |
| **Qualifications/****Attainments** | * Sound or secure numeracy and literacy skills
 | * 4 GCSEs including English and Maths
* A valid First Aid Certificate
* Qualification in playwork or childcare
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| **Experience** | * Are familiar with a school environment
 | * Experience of working in a school environment either in a paid or voluntary capacity
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| **Skills, Knowledge and Aptitude** | * A willingness to work co-operatively with a wide range of professionals
* Ability to actively support and facilitate children’s play in the playground
* Ability to form supportive, responsive and positive relationships with children
* Be able to establish consistent boundaries in relation to children’s behaviour
* Use positive behaviour management strategies
* The ability to show commitment to the inclusion of all children and an understanding of and commitment to equality of opportunity
* Punctual, reliable and honest
* Positive and respectful attitude towards others
* Willingness to undertake further training as necessary
* Good communications skills both written and verbal
 | * Ability to work within the LA and School’s policies and guidelines
* Basic technology skills e.g. computer
* Have knowledge of OPAL
* Have knowledge of the Restorative Approach to managing behaviour
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| **Personal Requirements** | Sensitive to the needs of children and their parents* Ability to work as part of a team
* Ability to relate well with children and adults
* Calm and positive approach, particularly when under pressure
* Can work within the values of the school (respect, honesty, resilience, responsibility, kindness)
* Committed to continuous professional development
* Develop trust and confidence of children;
* Deal professionally with parents, respecting confidentiality and understanding boundaries of the role
 | * Appreciate and support other professionals
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In addition to candidates’ ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

* 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; and
* attitudes to use of authority and maintaining discipline.

Any relevant issues arising from references will be taken up at interview.

This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.