

Lunchtime Supervisory Assistant

Person Specification

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|  | **Essential** | **Desirable** | **How Ascertained** |
| **Qualifications and Training** | Willing to undertake training as considered appropriate. | First aid training/qualification.  Trained in organising play activities. | Application form  Interview |
| **Experience** | Have experience of supervising children. | Previous experience as a Supervisory Assistant. | Application form  References |
| **Knowledge and**  **Understanding** | Be able to recall the ways in which they have successfully managed children’s behaviour. | Also have knowledge and understanding of:  child development and social interaction;  the value of constructive play opportunities; | Application form  Interview |
| **Skills** | talk to children and adults in a clear and calm manner;  work as part of a group and on their own;  encourage high standards of pupil behaviour at all times;  respect confidential information;  initiate games and activities appropriate to the age of the children;  remain calm in a crisis; | In addition, also be able to:  recognise behaviour giving cause for concern, and inform teaching staff. | Application form  Interview  References |
| **Personal Qualities** | reliable;  enjoy working with children;  approachable;  able to take responsibility for dealing with incidents as soon as they occur;  committed to safeguarding all children in our care;  committed to equal opportunities for all children;  tolerant; | Flexible approach to work;  willing to work in different roles and with different groups of children;  well organised;  creative;  resourceful; | Application form  Interview  References |
| **Physical** | Able to be outside for lengthy periods in a range of weather conditions. | Able to lead playground activities. | Application form  Interview  References |