Middleton-in-Teesdale Primary School
Person Specification: Lunchtime Supervisory Assistant

	Essential	Desirable	Method of Assessment
Application	• Fully supported in reference • Supporting statement indicating beliefs, understanding of the role and personal commitments • Well-presented form, demonstrating a good standard of English		• Application form • References
Qualifications		• Recent first aid training	• Application form • Certificates
Experience	• Are familiar with a school environment **OR** working with or caring for children of primary age • General Education - to be able to write accident reports, read medical information and instructions.	• Experience of working in a school environment either in a paid or voluntary capacity • Willing to undertake training with a particular emphasis on Child Protection • Experience with EYFS children	• Application form • Interview • References
Skills, Knowledge and Aptitude	• Ability to relate well with children and adults • Ability to work as a member of a team • A willingness to work co-operatively with a wide range of professionals • Good communications skills, both written and verbal • Ability to manage pupil behaviour inside the school dining hall • A commitment to equal opportunities • An understanding of the welfare, social and emotional needs of children • Knowledge and understanding of the benefits and commitment to interact with children	• Experience of providing stimulating activities for a wide range of children in a play situation	• Application form • Interview • References
Personal Requirements	• Sensitive to the needs of children and their parents/carers • Ability to work as part of a team • Calm and positive approach		• Application form • Interview • References

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:

- o *motivation to work with children and young people;*
- o *ability to form and maintain appropriate relationships and personal boundaries with children and young people;*
- o *emotional resilience in working with challenging behaviours;*
- o *attitudes to use of authority and maintaining discipline;*

Any relevant issues arising from references will be taken up at interview. This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.