

## Person Specification

### Part A: Application Stage

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

#### Essential

1	Experience of establishing positive relationships with children.
2	Experience of working with or caring for children

#### Desirable

3	First Aid Training
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### Part B: Assessment Stage

Items 1 and 2 of the application stage criteria and the criteria below will be further explored at the assessment stage:

#### Essential

1	Basic literacy and numeracy skills
2	Able to use language and other communication skills that children can understand and relate to.
3	Able to supervise groups of pupils
4	Able to work effectively as part of a team
5	Able to work within and apply all relevant school policies, eg behaviour management
6	<p>Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including:</p> <ul style="list-style-type: none"> <li>▪ motivation to work with children and young people</li> <li>▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>▪ emotional resilience in working with challenging behaviours</li> <li>▪ attitude to use of authority and maintaining discipline.</li> </ul>
7	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

#### Desirable

8	Able to partake in age-appropriate play with pupils.
9	Able to engage and encourage pupils to interact.

**The following methods of assessment will be used:**

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	No	Structured discussion with pupils	No

**Part C: Additional Requirements**

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

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Professional Registration/QTS check with the National College for Teaching and Leadership
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Medical clearance

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