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| --- | --- | --- | --- |
| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF ASSESSMENT** |
| **APPLICATION** | * Fully supported in reference.
* Fully completed application form
 |  | * Application
* References
 |
| **QUALIFICATIONS** | * Good general education in English to enable completion of forms, report incidents on our CPOMS system and reading instructions.
* Good level of spoken English
* Agreement to undertake further training
 | * Child Protection Training Level 1
* Experience of CPOMS system
* Knowledge of OPAL (Outdoor Play and Learning)
 | * Application
 |
| **EXPERIENCE** | * Excellent interpersonal and communication skills.
* Ability to promote and achieve high standards of behaviour from children in a friendly but firm manner.
* Knowledge and ability to organise OPAL provision, games and activities for children both inside and outside.
* Organise and help children to help themselves.
 | * Recent experience of working with children
* Knowledge of basic First Aid, certificate desirable.
 | * Application
* Interview
* References
 |
| **SKILLS AND PERSONAL QUALITIES** | * Self-motivated, reliable, and hard-working.
* Ability to work under minimal supervision. Commitment to delivering a high quality service and to continuous improvement
* Ability to lead and work as a member of a team
* Friendly and positive manner
* Enthusiastic and sensitive when working with others.
* Calm and caring attitude towards pupils.
* Well organised
* Good role model
* Able to lead and manage a team
* Ensure team members follow school policies and procedures
* Monitor team members and playground zones
 | * An understanding of children with additional needs
* Be prepared to be creative and try new approaches to play
 | * Application
* Interview
* References
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**DELVES LANE PRIMARY SCHOOL**

**POST OF LUNCHTIME LEADER**

**PERSONAL SPECIFICATION and CRITERIA FOR SELECTION**