

Person Specification Gosforth Central Middle School

Post: Children's Champion

Factor	Essential	Desirable	Means of Assessment
Skills, Knowledge and Aptitude	<p>Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including:</p> <ul style="list-style-type: none"> • 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 behaviour • attitude to use authority and maintain discipline <p>Strong literacy and numeracy skills</p>	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • letter of application • application form • interview • references
Qualifications and Training	ELSA qualification or similar	<ul style="list-style-type: none"> • evidence of working as a reflective practitioner, using a variety of approaches to secure ongoing professional development • Thrive training • Lego Therapy training 	<ul style="list-style-type: none"> • letter of application • application form
Experience	<p>Candidates should have:</p> <ul style="list-style-type: none"> • previously worked with children in a school setting 		<ul style="list-style-type: none"> • letter of application • application form • references
Disposition	<p>Candidates must have the ability to</p> <ul style="list-style-type: none"> • be well motivated and enthusiastic • be willing to accept responsibility and take the initiative • work well as a team player and as an 	<ul style="list-style-type: none"> • able to inspire others – both adults and children • be solution focused 	<ul style="list-style-type: none"> • application form • interview • references

	individual <ul style="list-style-type: none"> • be well organised and able to manage time and work to deadlines • articulate a view confidently and listen to and value the opinion of others • embrace innovation in a critical and thoughtful manner 		
Special Requirements	<ul style="list-style-type: none"> • no adverse enhanced disclosures of criminal convictions • good timekeeping 	<ul style="list-style-type: none"> • willingness to play a full part in the life of the school and contribute to extra-curricular activities 	<ul style="list-style-type: none"> • application form • interview • references • medical clearance • criminal record checks
The following criteria must be judged as satisfactory when pre-employment checks are completed	<ul style="list-style-type: none"> • Enhanced Certificate of Disclosure from the Disclosure and Barring Service • Additional criminal record checks if applicant has lived outside the UK List 99 and/or POCA List (residential establishments only) check • Medical clearance • Two references from current and previous employers (or education establishment if applicant not in employment) 		

June 2018