

PERSON SPECIFICATION

ASPECT	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Qualifications	➤ Basic numeracy and literacy skills (A)	➤ First aid certificate (A) ➤ Safeguarding training (A) ➤ Child Protection training (A) ➤ Willing to take part in further training (A, I)
Experience	➤ Previous experience of working with, or caring for, children aged 3 - 11 ➤ Experience of working within a team environment (A, I, R)	➤ Experience in working in a school environment (A, I, R)
Knowledge/Skills	➤ Awareness of Health & Safety issues (A, I) ➤ Knowledge of how to keep children safe and to ensure their social and emotional needs are met (A, I) ➤ Demonstrate the ability to work as part of a team (A, I, R) ➤ Demonstrate the ability to use own initiative (A, I, R) ➤ Demonstrate good communication skills (A, I, R) ➤ Ability to communicate with a range of people including children (A, I, R) ➤ Being able to respond positively and appropriately to situations (A, I, R)	➤ An interest in promoting healthy schools initiatives. (A, I) ➤ Knowledge of wider sport and wellbeing benefits, e.g health, social, inclusion (I,A,R) ➤ Computer literate (A,I,R) ➤ Good organisational skills (A,I,R)
Personal Attributes	➤ The desire to make a contribution towards the ethos and vision of the school (A, I) ➤ Form supportive and positive relationships with adults and children (A, I) ➤ Be a positive role model for pupils with regards speech and language, dress, behaviour and attitude (I) ➤ Be flexible, adaptable and act on initiative. Be constructive in response to issues and problems as they arise (A, I)	➤ Ability to work flexibly if required (I) ➤ An understanding of confidentiality and data protection issues (I)

	➤ Awareness of the importance of confidentiality and discretion when working in a school environment (A, I) ➤ Actively support and facilitate children's play and activity in the playground (I) ➤ Be able to cope with the physical demands of the post, eg time outside in all weathers and leading play and sporting activities (A, I) ➤ Be able to establish firm and consistent boundaries in relation to children's behaviour, in line with the school policy (A, I) ➤ Show commitment to the inclusion of all children and an understanding of and commitment to equality of opportunity (I) ➤ Ability to demonstrate a happy, enthusiastic, highly motivated person (A, I) ➤ Calm, patient and positive manner (I) ➤ Friendly yet professional and respectful approach which demonstrates support and shows mutual respect (I) ➤ Open, honest and an active listener (I) ➤ Sensitive to the needs of children (A, I) ➤ Takes responsibility and accountability (A, I) ➤ Commitment to high standards and to continue personal and professional development (A, I)	➤ Basic understanding of child development and learning (A, I)
➤ Additional	➤ Enhanced safeguarding checks (A, I) ➤ Full recommendation from both referees (R)	➤ Strong recommendation from both referees (R)

A – Application Form

I – Interview

R - References