

Model Person Specification – Supervisory Assistant Level 1

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 or Positive Handling 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. safeguarding and behaviour management.
6	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: - 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 behaviours - attitude to use of authority and maintaining discipline
7	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

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 & Barring Service
2	Additional criminal record checks if applicant has lived/worked outside the UK
3	Barred list check – children
4	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)