

PERSON SPECIFICATION SUPERVISORY ASSISTANT - THE BRIER SCHOOL



Criteria	Essential	Desirable	Evidence
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EXPERIENCE

Experience of working with or caring for children of relevant age (4 to 16 years) as a parent or carer.	✓		Application
Experience of working with groups of children on a voluntary or paid basis.		✓	Application/Interview
Understanding of school policies and procedures relating to health and safety, behaviour, attendance, equal opportunities and child protection.		✓	Application/Interview
Knowledge and understanding of managing the behaviour of groups of children.	✓		Application/Interview
knowledge and understanding of Child development and social interaction; the value of constructive play opportunities.		✓	Application/Interview

QUALIFICATIONS/TRAINING

First Aid Certification		✓	Application/Interview
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SKILLS

Work as part of a group and individually.	✓		Application/Interview
Inspire trust and confidence in children.	✓		Application/Interview
Encourage high standards of pupil behaviour at all times.	✓		Application/Interview
Recognise behaviour giving cause for concern and inform teaching staff.	✓		Application/Interview
Liaise with pupils and staff in a professional manner.	✓		Application/Interview
Observe the boundaries of the role and respect confidential	✓		Application/Interview

information.			
Initiate games and activities appropriate to the age of the children.	✓		Application/Interview
Relate to children on their level.	✓		Application/Interview
Communicate effectively (both orally and in writing) to an appropriate standard.		✓	Application/Interview
Teach play activities to other Supervisory Assistants.		✓	Application/Interview
Examine systems critically and suggest ways of improving efficiency.		✓	Application/Interview

PERSONAL QUALITIES & CHARACTERISTICS

Commitment and ability to be:			
Reliable	✓		
Open and honest	✓		
Calm under pressure	✓		
Empathetic	✓		
Flexible	✓		
Well-organised	✓		
Able to communicate well with staff and children.	✓		
Creative	✓		
Resourceful	✓		
Tolerant	✓		
Patient	✓		

SAFEGUARDING CHILDREN: SAFER RECRUITMENT AND SELECTION

In addition to the candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, 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 and positive attitudes to use of authority and maintaining discipline

The post is subject to an Enhanced Vetting and Barring Check, together with other pre-employment checks.

OTHER

Ability to maintain and further develop the strong bond with all members of the whole school community.