

PERSON SPECIFICATION

Midday Supervisor Person Specification

The Headteacher and Governors wish to appoint a mid-day supervisor to join our happy and caring school who fulfils the following profile:

| | Essential | Desirable |
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| Qualifications | <ul style="list-style-type: none"> • None required | <ul style="list-style-type: none"> • Current First Aid qualification |
| Experience | <ul style="list-style-type: none"> • The Midday Supervisor should have experience of supervising children | <ul style="list-style-type: none"> • In addition, they might have experience of working with children on a voluntary or paid basis |
| Knowledge and understanding | <ul style="list-style-type: none"> • The Midday Supervisor should be able to recall the ways in which they have successfully managed children's behaviour • Awareness of Child Protection issues • Commitment to safeguarding and promoting the welfare of children and young people. | <p>In addition, they might also have knowledge and understanding of:</p> <ul style="list-style-type: none"> • child development and social interaction; • the value of constructive play opportunities |
| Skills | <p>The Midday Supervisor will be able to:</p> <ul style="list-style-type: none"> • talk to children and adults in a clear and calm manner; • work as part of a group and on their own; • encourage high standards of pupil behaviour at all times; • respect confidential information; • initiate games and activities appropriate to the age of the children; • remain calm in a crisis; • undertake appropriate training as required. | <p>In addition, they might also be able to:</p> <ul style="list-style-type: none"> • recognise behaviour giving cause for concern, and inform teaching staff; • teach play activities to other Midday Supervisors; • examine systems critically, and suggest ways of improving efficiency. |
| Personal characteristics | <ul style="list-style-type: none"> • Calm under pressure • Tolerant • Able to communicate well with staff and children. | <ul style="list-style-type: none"> • Well-organised • Creative • Resourceful |

In addition to a candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

1. Motivation to work with children and young people;
2. Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
3. Emotional resilience in working with challenging behaviours; and,
4. Attitudes to use of authority and maintaining discipline.

Any relevant issues arising from a short listed candidate's references will be taken up at interview.