

Person Specification	Essential	Desirable
Education and Knowledge		
Literacy and numeracy skills, gained through education or experience, sufficient for the duties and simple records required.	✓	
Awareness of children's safety and welfare, and willingness to learn and follow safeguarding procedures.	✓	
Understanding that children have different needs and that every child should feel included and respected.	✓	
Willingness to undertake the training needed for safe lunchtime supervision and play support.	✓	
A relevant first-aid or food-hygiene qualification.		✓
Personal Skills and General Competencies		
Builds positive relationships with children and listens to what they say.	✓	
Is vigilant and alert, notices potential hazards and responds sensibly within agreed procedures.	✓	
Uses a calm, patient, fair and consistent approach to children's behaviour.	✓	
Encourages positive play, friendship, cooperation and independence.	✓	
Communicates clearly with children and colleagues and reports concerns promptly.	✓	
Works reliably as part of a team and follows instructions, routines and school policies.	✓	
Can support practical dining and play tasks, indoors and outdoors, with reasonable adjustments where required.	✓	
Experience		
Experience of working, volunteering or caring for children.		✓
Experience of supporting positive play, lunchtime activities or children with additional needs.		✓
Personal Qualities		
Is caring, approachable and genuinely interested in children's wellbeing.	✓	
Is dependable, punctual and willing to help colleagues.	✓	
Remains calm, professional and adaptable in a busy school environment.	✓	
Respects confidentiality and understands when information must be shared to protect a child.	✓	
Shows a clear commitment to safeguarding and promoting children's welfare.	✓	
Shares the school's values: Be kind. Be curious. Be your best.	✓	