

Silver Springs Academy - Person Specification

Title: Midday Assistant

CRITERIA	CATEGORY	METHOD OF ASSESSMENT
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1. Educational Standard/Qualifications/Training

<ul style="list-style-type: none"> • First Aid Certificate 	Desirable	Application and evidence of training
<ul style="list-style-type: none"> • Up to date Child Protection / Safeguarding Training 	Desirable	Application and evidence of training

2. Experience

<ul style="list-style-type: none"> • Experience of working in a service based role 	Desirable	Application / Interview
<ul style="list-style-type: none"> • Experience working with early years or primary school aged children 	Desirable	Application / Interview
<ul style="list-style-type: none"> • Experience of safeguarding children procedures and processes 	Desirable	Application / Interview

3. Personal Qualities / Skills

<ul style="list-style-type: none"> • Able to contribute positively to the work of a team 	Essential	Application / interview
<ul style="list-style-type: none"> • Committed to and self-motivated in working with children 	Essential	Application / Interview
<ul style="list-style-type: none"> • Able to communicate at a range of levels e.g. with children, colleagues, other professionals 	Essential	Application / interview / observation
<ul style="list-style-type: none"> • Willingness to contribute to the support of children in all areas of personal and social development 	Essential	Application / interview
<ul style="list-style-type: none"> • Able to keep written records 	Essential	Application / interview / observation
<ul style="list-style-type: none"> • Able to form appropriate relationships with children and colleagues 	Essential	Application / interview
<ul style="list-style-type: none"> • Good level of competency with ICT 	Essential	Application / Interview
<ul style="list-style-type: none"> • Willingness to go the extra mile for children 	Essential	Application / Interview / observation
<ul style="list-style-type: none"> • Excellent interaction and questioning skills 	Essential	Application / Interview
<ul style="list-style-type: none"> • Additional skills or expertise that would enhance the school's extracurricular provision 	Desirable	Application / Interview
<ul style="list-style-type: none"> • Able to identify and act on discrimination issues 	Essential	Application / Interview

4. Knowledge

<ul style="list-style-type: none"> • Good understanding of making sure that all children are included 	Desirable	Application / Interview
<ul style="list-style-type: none"> • Up to date knowledge safe working practice 	Desirable	Application / Interview

5. Commitment and Behaviours

• Commitment to the Silver Springs Academy ethos and GAET values	Essential	Interview
• Commitment to equal opportunities	Essential	Interview
• Commitment to safeguarding children	Essential	Interview

For Information:

Essential: Refers to Essential Requirements without which the candidate would be unable to carry out the duties of the post.

Desirable: Refers to Desirable Features which would normally enable the successful candidate to perform the duties and tasks better and more efficiently than one who did not have the qualifications, training, experience etc