|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Employee Specification Form** | | Post Number | |  | |
| Job Title | | Midday Supervisor | |
| Department | | Brackenwood Infant School | |
| Prepared by and date | | Headteacher | |
| Listed below are the **personal attributes** required to fulfil the duties listed in the Job Description. | | | | | |
| **Essential Personal Attributes** | Stage Identified | | **Desirable Personal Attributes** | | Stage Identified |
| **Qualifications**   * None required |  | | * Current First Aid certificate/qualification | | APP |
| **Experience**   * Experiencing of supervising children, either work related or as a parent or carer | APP/INT | | * Experience of working with groups of children on a voluntary or paid basis in a school setting * Experience of working as a Midday Supervisor or similar * Supporting children with additional needs, including but not limited to those with neuro diversity. | | APP/INT |
| **Knowledge and skills**   * Ability to work in a team as well as independently using initiative * Inspire trust and confidence in children * Encourage high standards of pupil behaviour at all times * Understanding of the importance of Safeguarding and knowledge of appropriate procedures to keep all children safe | APP/INT | | * Knowledge and understanding of the value of active play. | | APP/INT |
| **Special Requirements**   * A commitment to support and promote the ethos and values of the school * Good interpersonal and communication skills * A commitment to being an effective team player * A sense of fun * Ability to initiate games and activities appropriate to the age of the children | APP/INT | | * Previous experience within a similar role * Willingness and competence to admintser medicine to children with additional medical/health needs. | | INT |

Employee Specification Form – Guidance for Applicants

|  |
| --- |
| These guidance notes should be studied carefully before completing the Job Application Form (M05).  **What is the purpose of an Employee Specification Form?**  The Employee Specification Form lists the personal attributes required to fulfil the duties listed in the Job Description (M03).  **What are personal attributes?**  The personal attributes are the qualifications, experience, knowledge and skills and any special requirements that are required to be able to fulfil the duties of the post.  They are set at a level appropriate to the work to be done and *not* higher than necessary; stated clearly and specifically; and entirely job related.  **What are essential personal attributes?**  These are the personal attributes without which a person would simply be unable to do the job.  Examples could be the possession of a current driving licence or a relevant qualification.  *Any applicant who does not meet all of the essential requirements will not be shortlisted (unless the stage identified is not at application).*  *Any Disabled applicant who meets all of the essential requirements* ***must*** *be shortlisted for interview.*  **What are desirable attributes?**  These are the personal attributes which are desirable, but not essential.  Examples for certain jobs could be local government experience or knowledge of new technology.  *A candidate will not be rejected for failing to meet any single desirable requirement.*  **What are the Stages Identified?**  These are the stages in the selection process that the personal attribute is to be identified, eg application form, interview, tests, references, etc.  **How should I use the Employee Specification when completing my Job Application Form?**  You should refer to the personal attributes listed on the Employee Specification Form and use them to state clearly how you meet each of them on Section A4 of the Job Application Form (M05). You should start with the essential requirements and then the desirable requirements. You should also demonstrate how you meet them (give examples).  **Failure to state how you meet an essential requirement (if identified as Application stage) will result in you not being shortlisted for interview/the next stage.** |