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| **Employee Specification Form** | | Post Number | |  | |
| Job Title | | Midday Assistant | |
| Department | | Greenleas Primary School. | |
| Prepared by and date | | Mrs S Edwards Sept 2025 | |
| ***Important - Study “Explanatory Notes” printed overleaf before completing form*** | | | | | |
| **Essential Personal Attributes** | Stage Identified | | **Desirable Personal Attributes** | | Stage Identified |
| **Qualifications**   * No formal qualifications required but the ability to establish positive expectations of pupil behaviour, good relationships with adults and children, and a sensitivity to pupils’ personal needs is essential | App | | * Current first aid training * Level 1 Safeguarding Training * Playleader or child care qualification | | App |
| **Experience**   * Experience of supervising children in the 4-11 age range, promoting positive relationships | App | | Experience of working with other agencies to promote and develop positive relationships with pupils  Knowledge of the skills and techniques, rules and regulations in a range of sports | | App/Int |
| **Knowledge and skills**   * Excellent communication skills. * Ability to work with and lead a team of children * Working knowledge of health and safety procedures * Excellent understanding of safeguarding procedures * Ability to deal with behaviour using positive behaviour strategies. * Ability to respond to individuals’ learning needs. | App/Int  App/Int  App/Int  App/Int  App/Int  App/Int | | * Ability to organise games for groups of children * Behaviour mangament training | | App/Int |
| **Special Requirements**   * A love of working with children. * Enthusiasm for active learning for all children. * Ability to manage time and resources to provide well prepared active playtimes activities pupils will enjoy * Must be reliable and punctual. * Ability to use initiative. | App/Int  App/Int  App/Int  App/Int | | * Has the patience to deal with issues calmly. * Ability to anticipate problems and take preventative actions | | App/Int |

Employee Specification Form

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| These notes should be studied carefully before completing the form overleaf.  List the personal attributes required to fulfil the duties listed in the job description.  They must be:   1. set at a level appropriate to the work to be done and *not* higher than necessary 2. stated clearly and specifically 3. entirely job related   **Essential or Desirable**   1. Essential   Those requirements without which a candidate would be simply unable to do the job.  *Any candidate who does not meet the essential requirements must be rejected.*  Examples could be the possession of current driving licence or relevant qualification.   1. Desirable   Those requirements which are desirable, but not essential.  A candidate should not be rejected for failing to meet any single desirable requirement.  Examples for certain jobs could be local government experience or knowledge of new technology. | **Personal Attributes**   1. Qualifications   What qualifications, if any, should the postholder possess?  To what level   1. Experience   What experience, if any, is relevant?   1. Knowledge and Skills   Is there any knowledge (other than that covered by qualifications listed) or skills which are relevant? What should the postholder be able to do?  Do not list attributes which cannot be measured, eg “pleasant personality”, “flexible outlook”. Identify only what the postholder needs to do that requires him/her to be pleasant and flexible. Is it that the person needs to communicate effectively with callers (pleasant) or will need to work flexible hours (flexible).  Try to specify the levels of skills that are required, eg if numeracy is specified as a requirement, you should indicate the levels of skill, ie keeping records of petty cash or able to control and monitor substantial budgets.   1. Special Requirements   Are there any conditions of service which differ from the norm and with which the postholder must comply? eg live-in requirements, flexible working hours, weekend working.  **Stage Identified**  Indicate at which stage in the selection process the personal attribute is to be identified, eg application form, interview, tests, references, etc |