

# The Oldershaw School

## Employee Specification Form

|                      |                           |
|----------------------|---------------------------|
| Post Number          |                           |
| Job Title            | Assistant Progress Leader |
| Department           | Pastoral                  |
| Prepared by and date | A Jackson                 |

**Important - Study "Explanatory Notes" printed overleaf before completing form**

| Essential Personal Attributes                                                                                                                                                                                                                                                                                                                                                                                                                    | Stage Identified | Desirable Personal Attributes                                                                                                                                                                    | Stage Identified |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| <b>Qualifications</b> <ul style="list-style-type: none"> <li>Level 2 qualification or equivalent in Maths/Numeracy and English/literacy</li> <li>Evidence of Continuous Professional Development</li> </ul>                                                                                                                                                                                                                                      | A/I              | <ul style="list-style-type: none"> <li>IT qualifications</li> </ul>                                                                                                                              | A                |
| <b>Experience</b> <ul style="list-style-type: none"> <li>To have relevant experience and knowledge of working with children and young people in an educational setting</li> <li>To have an understanding of inclusion, especially within a school setting</li> <li>The ability to relate well to children and adults</li> </ul>                                                                                                                  | A/I/R            |                                                                                                                                                                                                  |                  |
| <b>Knowledge and skills</b> <ul style="list-style-type: none"> <li>Ability to build and maintain successful relationships with students, treat them consistently, with respect and consideration and demonstrate concern for their development as learners</li> <li>The ability to relate to and motivate parents and students</li> <li>The ability to listen to and understand others</li> <li>Organised</li> <li>Knowledge of Arbor</li> </ul> | A/I/R            | <ul style="list-style-type: none"> <li>Trained in the use of behaviour for learning techniques</li> <li>Understanding of safeguarding/child protection</li> <li>Qualified First Aider</li> </ul> | A/I/R            |
| <b>Special Requirements</b> <ul style="list-style-type: none"> <li>Have excellent attendance</li> <li>Flexibility to adapt to change</li> <li>Team Player</li> <li>High level of commitment</li> <li>Enhanced DBS required</li> <li></li> </ul>                                                                                                                                                                                                  | A/I/R            |                                                                                                                                                                                                  |                  |

# Employee Specification Form

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:

- set at a level appropriate to the work to be done and *not* higher than necessary
- stated clearly and specifically
- entirely job related

## **Essential or Desirable**

- 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.

- 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**

- Qualifications

What qualifications, if any, should the postholder possess?

To what level

- Experience

What experience, if any, is relevant?

- 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.

- 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