

APPOINTMENT OF A TEACHING ASSISTANT / LUNCHTIME SUPERVISOR FOR DE LA SALLE COLLEGE

PERSON SPECIFICATION / SELECTION CRITERIA

[A]

THE PERSON APPOINTED WILL HAVE SOME EXPERIENCE AND QUALIFICATIONS TO SUPPORT THEM IN THIS ROLE

[B] TRAINING AND QUALIFICATIONS

	Essential	Desirable	A	I
GNVQ, HND, CACHE or similar qualification with elements of training on supporting children in developing learning and skills		*	A	I
ELSA or similar Wellbeing training		*	A	I
First Aid Qualification		*	A	I
Lunchtime supervisor training		*	A	I

* A: Application I: Interview

[C] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

Applicants should be able to demonstrate knowledge, skill and understanding of the following areas

	Essential	Desirable	A	I
Pupils' educational, pastoral and social development		•	A	I
Ability to work constructively as part of a team and maintain a safe, calm and happy approach	•		A	I
An understanding (or willingness to learn) of Positive Behaviour Management techniques		•	A	I
An understanding of how to support different learners' needs	•		A	I
Motivate and inspire pupils of all abilities	•		A	
Act as a role model for pupils by setting high personal standards	•		A	
An understanding of how technology can support learning		•	A	
Seek advice and support when necessary	•		A	
Communicate effectively with other members of staff	•		A	
Experience of working with children and young children	•		A	I
Familiarity with working in a school context		*	A	I
Effective communication skills with an ability to promote calmness and reassuring behaviour to pupils	*		A	I
Be able to support children and young people's play	*		A	I

[D] PERSONAL SKILLS AND ABILITIES

	Essential	Desirable
Communication	●	
Interpersonal skills	●	
Stamina and resilience	●	
Confidence	●	
Listening skills	●	
Approachability	●	
Adaptability	●	
Flexibility	●	
Sensitivity to the needs of the wider community	●	
Willingness to work additional hours or undertake similar roles in unusual circumstances – to cover absence, for example		*

[E] OTHER REQUIREMENTS

	Essential
Willingness to support the Catholic Christian ethos of the College	●
Application form should be completed in full	●
Understanding and compliance with Child Protection and safeguarding requirements	●

[F] CONFIDENTIAL REFERENCES AND REPORTS

	Essential
Written reference(s) only	●
Confirmation of professional & personal knowledge, skills & abilities referred to above.	●
Positive recommendation from current employer	●
Satisfactory health and attendance record.	●