

**KESTEVEN AND SLEAFORD HIGH SCHOOL
MIDDAY SUPERVISOR
PERSON SPECIFICATION**

| | | Importance | | |
|--|---|------------|-----------|----------------------|
| | Criteria | Essential | Desirable | Method of Assessment |
| Qualifications and General Experience | First aid training (or willingness to complete it) | | √ | A |
| Experience | Experience of working with young people | | √ | A/I/R |
| | Experience in working and collaborating with a team | | √ | A/R |
| Abilities/Skills | Ability to respond quickly and effectively to issues that arise | | √ | A/I/R |
| | Ability to use own initiative and take action accordingly | | √ | A/I/R |
| | Effective communication with adults and children | √ | | I/R |
| | Ability to follow instructions from senior team members | √ | | A/I/R |
| | Ability to have a firm but fair approach to handling behaviour issues in line with school policies | √ | | A/I/R |
| | Ability to build effective working relationships with colleagues | √ | | A/R |
| Personal Attributes | Conscientious, honest and reliable | √ | | A/R/I |
| | Calm approach, resilience, common sense | √ | | I |
| | Firm but empathetic manner | √ | | I |
| | An ability to work with a wide range of people | √ | | I/R |
| | Approachable and willing to help wherever possible | √ | | I/R |
| | A commitment to safeguarding and promoting the welfare of children and young adults | √ | | I/R |
| | Ability to work with discretion | √ | | I |
| | Ability to work both independently and as part of a team | √ | | I/R |
| | Able to act on own initiative | √ | | I |
| | An understanding of how to communicate with young people with specific SEND such as ASC / Aspergers | √ | | I/R |
| Safeguarding | A commitment to the safeguarding of children and young people | √ | | I/R |
| | A strong understanding of confidentiality, particularly when dealing with sensitive safeguarding issues | √ | | I/R |

A = Application Form and Letter

I = Interview

R = Reference