



inspire • achieve • evolve

LION ACADEMY TRUST
SYBOURN PRIMARY SCHOOL

PERSON SPECIFICATION

POSITION TITLE: MIDDAY ASSISTANT

SYBOURN PRIMARY SCHOOL

GRADE:

AF = Application Form	I = Interview	T = Test	
Person Specification	Essential	Desirable	Method of Assessment
1. EXPERIENCE			
1.1 NVQ2		✓	AF/I
1.2 NVQ3		✓	AF/I
1.3 Current First Aid Certificate		✓	AF/I
1.4 Experience of working with children	✓		
1.5 Experience of working as part of a team to achieve objectives	✓		
2. SPECIAL ABILITIES/APTITUDES			
2.1 Ability to communicate effectively in English			
Verbally	✓		AF/I
Written	✓		AF/I/T
2.2 Ability to speak a community language other than English		✓	AF/I
2.3 Ability to have positive interactions with adults and children of all ages	✓		AF/I
2.4 Ability to work with children from a wide range of social and cultural backgrounds	✓		AF/I
2.5 Ability to help children resolve conflicts constructively	✓		AF/I

2.6 Ability to deal in a calm and confident manner with behavioural issues	✓		AF/I
2.7 Ability to deal effectively with minor accidents and injuries.	✓		AF/I
2.8 Able to maintain confidentiality at all times about school issues, within school and in the wider community	✓		AF/I
2.9 Knowledge and understanding of Health and Safety standards with a school setting, particularly security.		✓	AF/I
3. OTHER POSITION SPECIFIC REQUIREMENTS			
3.1 Commitment to the Trust's Equal Opportunity and Safeguarding Policies and Acceptance of their responsibility for its practical application	✓		AF/I
3.2 A commitment to on-going personal development and willingness to undertake appropriate training	✓		AF/I
3.3 Evidence of commitment to safeguarding and protecting the welfare of children	✓		AF/I
3.4 To understand and comply with the requirements of the Health and Safety at Work Act 1974	✓		AF/I
4. EDUCATION AND TRAINING			
4.1 First Aid Training		✓	AF/I
4.2 Safeguarding Training		✓	AF/I
5. DISQUALIFYING FACTORS			
Indication of sexist, racist or anti-disability attitudes or any other attitudes inconsistent with the Trust's Equal Opportunities and Safeguarding Policies			
5.1 An inability to provide relevant documentation with permits working in the UK eg passport, visa and work permit, birth certificate.			