

**ASCENT ACADEMIES TRUST – Portland Academy**  
**PERSON SPECIFICATION - LUNCHTIME SUPERVISORY ASSISTANT – GRADE A, PT 6**

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
<b>Qualifications &amp; Experience</b>	E1	Experience of working with young people	Application Reference Interview			
	E2	Experience of working within a team	Application Reference Interview			
<b>Knowledge &amp; Understanding</b>	E3	Understand the importance of keeping children safe physically and emotionally.	Application Reference			
	E4	Knowledge of how to support and encourage positive behaviour	Application Reference Interview			
<b>Skills</b>	E5	Ability to motivate large & small groups of pupils, particularly in the outdoor environment	Application Interview			
	E6	Communicate positively and effectively to both adults & pupils and have good listening skills	Application Interview			
	E7	Develop good appropriate relationships with pupils and staff.	Application Interview			
	E8	Recognise that you may be faced with physically challenging behaviours at times and have the ability to deal with this positively, confidently and to identify any support you may require.	Application Interview			

	E9	Possess sound organisational skills and be able to work on your own initiative	Application Reference Interview			
<b>Personal Attributes</b>	E10	Be committed to the ethos and values of the academy	Application Interview			
<b>Special Requirements</b>	E11	Suitable to work with children/young people	Application Disclosure			