



## Person Specification

Criteria or Requirements	Assessment Method
<b>1. Experience</b>	
a) Experience of working with young children	A
b) Good verbal communication with children and adults	A / I
<b>2. Knowledge / Skills and Abilities</b>	
a) Motivation to work with children and young people	A / O A / O / I
b) Ability to work co-operatively as part of a team and relate to both support staff, teaching staff and a range of other professionals.	O / I
c) Ability to form and maintain appropriate relationships and personal boundaries with children and young people	I / O
d) Emotional resilience in working with challenging behaviours; and attitudes to the use of authority and maintaining discipline	
<b>3. Equal Opportunities</b>	
a) Commitment to the Council's Equal Opportunities Policy	A / I I
b) Acceptance of responsibility for its practical applications	
c) Ability to apply the principles of the Equal Opportunities framework to working with children and adults in an education setting	
<b>4. Safeguarding and Promoting Welfare of Children</b>	
a) Ability to form and maintain appropriate relationships and personal boundaries with children and young people, colleagues and parents	I
<b>5. Other Job Specific Requirements</b>	
a) Understanding of health & safety issues	A / I A / I

**Key:** A = Application Form, I = Interview, O = Observation