

Person Specification Before and After School Club Assistant

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| Post title: | Before and After School Club Assistant |
| School: | Turton and Edgworth CEM Primary School |
| Salary and grade: | Grade C Point 3-5: (£20,812 - £21,575 before pro rata) |
| Line manager: | Before and After School Club Supervisor |

| MINIMUM ESSENTIAL REQUIREMENTS | | METHOD OF ASSESSMENT |
|--|---|---------------------------------|
| 1. Skills and Knowledge | | |
| 1.1 | Ability to work effectively within a team environment, understanding classroom roles and responsibilities | Application Form/Interview |
| 1.2 | Ability to build effective working relationships with all pupils and colleagues | Application Form/Interview/task |
| 1.3 | Ability to promote a positive ethos and role model positive attributes | Application Form/Interview/task |
| 1.4 | Ability to create a caring, but firm relationship | Interview/Assessment/task |
| 2. Experience/Qualifications/Training etc | | |
| 2.1 | Willingness to participate in relevant training and development opportunities | Application Form/Interview |
| 3. Inclusion and Special Educational Needs and Disabilities | | |
| 3.1 | Understanding of inclusion within a school setting | Application Form/interview |
| 3.2 | High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements | Application Form & Interview |
| 4. Work Related Circumstances - Professional Values & Practices | | |
| 4.1 | Ability to build and maintain successful relationships with pupils, treat them consistently, with respect and consideration and demonstrate concern for their development as learners | Application Form & Interview |
| 4.2 | Demonstrate and promote the positive values, attitudes and behaviour they expect from the pupils with whom they work | Application Form & Interview |
| 4.3 | Ability to work collaboratively with colleagues and carry out role effectively, knowing when to seek help and advice | Application Form & Interview |
| 4.4 | Able to improve their own practice through observations, evaluations and discussion with colleagues. | Application Form & Interview |
| 4.5 | Willing to uphold the Christian ethos of the school | Application Form & Interview |

Note to Applicants: **Please try to show in your application form, how best you meet these requirements**