

**Senior Lunchtime Supervisor - Person Specification**

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| **JOB REQUIREMENT** | **Essential** | **Preferred** | **\* How assessed** |
| **Knowledge, Qualifications and Experience** | Experience of working collaboratively within a team with minimal supervision | √ |  | A & I |
| Knowledge of the school’s approach to behaviour management and the associated policies/procedures |  | √ | A & I |
| Experience of working with children and/or young people |  | √ | A & I |
| Experience supervising or organising a team of staff  |  | √ | A & I |
| **Personal and interpersonal** | **Supporting & Cooperating – Working with people**Demonstrates an interest in and understanding of others; Adapts to the team and builds team spirit; Listens, consults others and communicates proactively; Supports and cares for others; Develops and openly communicates self-insight | √ |  |  I  |
| **Organising & Executing – Following instructions & procedures**Appropriately follows instructions from others without unnecessarily challenging authority; Follows procedures and policies; Keeps to schedules; Arrives punctually for work and meetings; Demonstrates commitment to the organisation; Complies with legal obligations and safety requirements of the role | √ |  | I |
| **Adapting and Coping – Adapting & Responding to change**Adapts to changing circumstances; Accepts new ideas and change initiatives; Adapts interpersonal style to suit different people or situations; Shows respect and sensitivity towards cultural and religious differences; Deals with ambiguity, making positive use of the opportunities it presents | √ |  | I |
|  | **Interacting & Presenting – Persuading & Influencing**Gains clear agreement and commitment from others by persuading, convincing and negotiating; Manages conflict well | √ |  | I |
| **Child Protection** | A commitment to the responsibility of safeguarding and promoting the welfare of young people. | √ |  |  I |
| Enhanced DBS disclosure *(to be completed by preferred candidate following interview).* | √ |  | C |
| Willingness to undertake safeguarding training when required. | √ |  | I |

\* A = application, C = clearances, I = interview, T = task