

Jesmond Park Academy
Person Specification – First Aider/Wellbeing Assistant

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	Experience of establishing positive relationships with children.
2	Experience of working with or caring for children
3	First Aid Certificate

Desirable

4	Experience of working in a school environment
---	---

Part B: Assessment Stage

Items 1 and 2 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	Basic literacy and numeracy skills
2	Good IT skills for record keeping
3	Able to use language and other communication skills that children can understand and relate to.
4	Able to supervise small groups of pupils
5	Able to work effectively as part of a team
6	Able to work within and apply all relevant school policies, eg behaviour management
7	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> ▪ motivation to work with children and young people ▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people ▪ emotional resilience in working with challenging behaviours ▪ attitude to use of authority and maintaining discipline.
8	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Group activity	Yes	Structured discussion with pupils	Yes

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	Barred List Check
4	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)