



“Every child will be happy and feel safe, enabling them to make outstanding progress socially, emotionally and academically – preparing them to excel at secondary school and thrive in the world beyond.”

Our Values: Achieve, Support, Pride, Inspire, Respect, Enjoy

Person Specification – SMSA

Warrender Primary School is seeking to appoint a SMSA who is approachable, with good interpersonal skills and personal presence. The successful candidate will be able to work as a member of a team; will be confident with children and adults and will have a keen sense of humour and personal warmth.

The following qualities will constitute some of the main criteria for the interview.

	Essential	Desirable
Educational achievements, qualifications and training	Evidence of good language, communication and numeracy skills	- Previous experience of working with children - Evidence of further professional study and/or attendance at courses - Current first aid certificate
Experience	- Previous experience of working with young children in a school or other educational setting - Positive interaction with other staff	Experience of supporting children with varying special needs
Job related knowledge, aptitudes and skills	- Professional attitude, which places the children first - Understanding of the routines of a school - Ability to manage children effectively - Ability to communicate sensitively and effectively with children - Ability to work as an effective member of a staff team - Ability to work on own initiative	An interest and willingness to undertake appropriate training as offered
Equal opportunities	An understanding of and commitment to equality of opportunity	
Personal qualities	- Personal presence and confidence; warmth and sensitivity; flexibility and maturity of approach; enthusiasm and a sense of humour - Commitment to the ethos of the school as a partnership of children, staff, governors, parents and the community - Good communication skills - Willingness to take part in the broader life of the school - Commitment to teamwork and ability to work effectively as part of a team - Tact and diplomacy - Integrity and confidentiality - Willingness to participate in professional development (often outside school hours) - Flexibility to adjust to any changes in duties as may be required	- Commitment to out of school activities, e.g., educational visits and after school clubs - A range of outside interests
Physical	Ability to cope with the physical demands of the post	

Working together, we

A

achieve

S

support

P

pride

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inspire

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respect

E

enjoy