

Person Specification

Welfare Assistant

Cidari Multi Academy Trust
Castle View Primary Academy
Salary: Lancashire Foundation Living Wage
Reporting to: Headteacher
Deployed by: Headteacher

Prepared by:	Louise Gregson	Approved by:	Matt McIver
Prepared on:	8th April 2025	Approved on:	25th April 2025
Reviewed by HR:	Laura Wright-Dixon	Permitted use:	All Cidari Academies
Reviewed on:	24th April 2025	Applicable Terms	The Green Book

Selection decisions will be based on the criteria outlined in this person specification. At each stage of the recruitment process, the appointment panel will assess the extent to which candidates meet the criteria and demonstrate their ability to carry out the duties set out in the job description.

Candidates who do not meet all of the essential criteria will not be considered for appointment.

A range of assessment methods will be used to determine each candidate's suitability for the role. These may include (but are not limited to) the application form, supporting statement, interview tasks, formal interview, and references.

The successful applicant will be required to safeguard and promote the welfare of children and young people, and must demonstrate this commitment throughout the recruitment process and in their day-to-day work.

[A] Qualifications

	Qualification requirements	Essential/ Desirable
A1	NUQ Level 2 qualification in childcare or play work	E
A2	Child protection level 1 training	E
A3	First aid qualification	E

[B] Experience

		Essential/ Desirable
B1	Working with primary aged children in either a voluntary or paid capacity	E

[C] Knowledge, Skills & Abilities

		Essential/ Desirable
C1	Ability to form good working relationships with children and colleagues	E
C2	Knowledge and ability to positively and effectively manage the behaviour of pupils	E





C3	Children's development	E
C4	Understanding of food hygiene and safe practices in handling food	E
C5	Ability to deal with common accidents and injuries	E
C6	Willingness to support the Christian Values and Mission Statement of the school	E
C7	Confidence in using IT packages (word, excel, etc.)	D

[D] Other / Personal Qualities

		Essential/ Desirable
D1	Good communication skills in English, both verbally and in written form	E
D2	Good time management and organisational skills	E
D3	Self confidence	E
D4	Enthusiasm	E
D5	Adaptability and flexibility	E

[E] Safeguarding

		Essential/ Desirable
E1	Commitment to safeguarding and protecting the welfare of children and young people	E
E2	The ability to form and maintain appropriate relationships and personal boundaries with young people	E
E3	Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people	E
E4	Will co-operate and work with relevant agencies to protect young people	E

[F] Confidential References

F1	Positive reference from current employer or training provider confirming suitability to work with children	E
F2	Positive recommendation from referees	E

[G] Application Form and Supporting Statement

Applications will only be accepted when using a Cidari online application form through the designated recruitment platform. The supporting letter/ statement must be submitted as a PDF with a font size no smaller than 11pts and limited to 3 pages. It should be clear, concise and related to the job description and person specification. It should have particular reference to your own experience explaining how as an associate member of staff you will motivate and work with others to create and sustain a school vision and positive ethos that will also add value to the development of wider Trust.