



## PERSON SPECIFICATION

### KITCHEN ASSISTANT

|                           | ESSENTIAL  | DESIRABLE   | HOW IDENTIFIED                             |
|---------------------------|--|---|--|
| <b>QUALIFICATIONS</b>     | Willingness to undertake Child protection, fire safety, Prevent duty.<br>Level 2 food safety (or willingness to complete)  |   | Application form                           |
| <b>EXPERIENCE</b>         |  | Experience of working in a servery or kitchen environment | Application form and interview             |
| <b>SKILLS</b>             | Well organised and accurate<br>Good written and verbal communication<br>Work well under pressure<br>Work constructively as part of a team<br>Ability to work alone under instruction<br>Ability to prioritise and manage conflicting priorities  |   | Application form, interview and references |
| <b>PERSONALITY</b>        | Ability to relate to and communicate well with pupils and staff<br>Ability to form and maintain appropriate relationships and personal boundaries with children<br>Confident, flexible and resilient   |   | Interview and references                   |
| <b>OTHER REQUIREMENTS</b> | Committed to safeguarding and promoting the welfare of children<br>Awareness of health and safety issues and commitment to work within safety guidelines<br>Working within school policy guidelines, including those relating to confidentiality |   | Interview                                  |

If you are shortlisted for this position, the interviewing panel will be asking you questions based on the job description and person specification in order to ascertain your suitability for the post. The interview panel will also explore issues relating to safeguarding and promoting the welfare of children including:

- Your motivation to work with children
- Your ability to form and maintain appropriate relationships and personal boundaries with children.
- Emotional resilience in working with children with a range of difficulties.

We will also be seeking references before your interview; any relevant issues that are raised by your referee will be taken up during the interview.

You will be asked to work with a group of pupils so we can observe how you relate and communicate with children.

**At Pickwick Academy Trust we are committed to safeguarding children and promoting the welfare of children and young people and we require anyone joining our school to actively contribute to this commitment. All successful candidates will be subject to Disclosure and Barring Service (DBS) checks along with other relevant employment checks.**