



Key Criteria		Essential/ Desirable	Application/ Task/ Interview/ Vetting (A, T, I, V)
Qualifications and Training			
1.	Education to GCSE or equivalent standard, or evidence of a relevant training course	E	A, I, V
2.	First Aid certificate	D	A, I, V
Aptitude, Skills and Experience			
3.	A strong commitment to the safeguarding and welfare of children and young people, with a proactive approach to identifying and responding to safeguarding concerns.	E	A, T, I, V
4.	Excellent communication skills, both verbal and non-verbal, with the ability to interact effectively with children, staff, and parents.	E	A, T, I
5.	Ability to manage and supervise children during lunchtime, ensuring their safety while fostering an atmosphere of fun and inclusivity.	E	A, T, I, V
6.	Creative thinking with the ability to come up with new games, activities, and ways to engage children during their lunch break.	E	A, T, I
7.	Basic understanding of child behaviour and developmental needs.	E	A, T, I
8.	Experience working with children, ideally in a school or play-based setting.	D	A, T, I, V
9.	Knowledge of dietary needs or experience in supporting children with specific personal care requirements.	D	A, T, I, V
Personal Attributes			
10.	A genuine passion for working with children and creating a safe, enjoyable, and stimulating play environment.	E	A, T, I
11.	Friendly, approachable, and caring, with a natural ability to build rapport with children.	E	A, T, I, V
12.	Energetic and enthusiastic, capable of matching the children's energy levels and keeping lunchtime lively and enjoyable.	E	A, T, I
13.	A team player who works well with others and contributes positively to the school's environment.	E	A, T, I
14.	Flexible and adaptable, able to respond to the ever-changing needs of the children and the school environment.	E	A, T, I
Other Requirements			
15.	A strong commitment to both Trust values and ethos with a willingness to work collaboratively across the Trust.	E	A, T, I
16.	A commitment to contribute to the wider school community, such as involvement in extracurricular activities or school events.	D	A, T, I
17.	Ability to travel between schools within the Multi Academy Trust when necessary.	D	A, T, I

References:

Any relevant issues arising from references will be taken up at interview.

DBS and pre-occupational health:

Balmoral Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure. An enhanced DBS check and pre-occupational health check are an essential part of the selection and recruitment process.

Equal opportunities:

We are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community. Applications with disabilities will be granted an interview if the essential job criteria are met.