WIRRAL

Person Specification Form

Post Number	
Job Title	**Outdoor Play Leader (Lunchtimes)**
Department	**Fender Primary School**
Prepared by and date	**Charles Hewitt – April 2026**

Listed below are the personal attributes required for the role of Outdoor Play Leader.

Essential Personal Attributes	Desirable Personal Attributes
QUALIFICATIONS ●	**QUALIFICATIONS** ● Relevant qualification in childcare, playwork or education ● First Aid training ● Safeguarding training
EXPERIENCE ● Experience of working with primary-aged children in a school or similar setting ● Experience of supporting play, behaviour or social development during unstructured times (e.g. lunchtimes, clubs) ● Experience of organising activities or provision for groups of children .	**EXPERIENCE** ● Understanding of approaches that promote child-led, open-ended and exploratory play ● Knowledge of how outdoor environments can be used to support learning and wellbeing ● Awareness of risk-benefit approaches to play ● Ability to lead initiatives and contribute to whole-school development ● Ability to monitor, evaluate and improve provision over time ● Practical skills in developing or adapting outdoor spaces/resources
KNOWLEDGE AND SKILLS ● Understanding of the importance of play in children's development (social, emotional, physical and cognitive) ● Awareness of how to create inclusive environments that meet the needs of all pupils ● Understanding of positive behaviour approaches and restorative practices ● Basic knowledge of health and safety in an outdoor environment	**KNOWLEDGE AND SKILLS** ● Ability to develop, support and guide the professional development of a team.

● Ability to engage and interact positively with children, building strong relationships ● Ability to organise, manage and maintain play resources effectively ● Ability to motivate and encourage children to participate in a range of play experiences ● Strong communication skills, with the ability to work collaboratively with staff ● Ability to observe play and respond appropriately to children's needs and interests ● Ability to use initiative and work independently	
Personal Qualities ● Enthusiastic, energetic and committed to improving children's play experiences ● Patient, calm and consistent in approach ● Creative and adaptable in developing play opportunities ● Committed to inclusion, equality and pupil wellbeing ● Reliable and organised	

Person Specification Form – Guidance for Applicants

These guidance notes should be studied carefully before completing the Application Form.

What is the purpose of a Person Specification Form?
The Person Specification Form lists the personal attributes required to fulfil the duties of the post.

What are personal attributes?
The personal attributes are the qualifications, experience, knowledge and skills and any special requirements that are required to be able to fulfil the duties of the post. They are set at a level appropriate to the work to be done and *not* higher than necessary; stated clearly and specifically; and entirely job related.

What are essential personal attributes?
These are the personal attributes without which a person would simply be unable to do the job.
Examples could be the possession of a current driving licence or a relevant qualification.

Any applicant who does not meet all of the essential requirements will not be shortlisted (unless the stage identified is not at application).
*Any Disabled applicant who meets all of the essential requirements **must** be shortlisted for interview.*

What are desirable attributes?
These are the personal attributes which are desirable, but not essential.
Examples for certain jobs could be local government experience or knowledge of new technology.

A candidate will not be rejected for failing to meet any single desirable requirement.

How should I use the Employee Specification when completing my application?

You should refer to the personal attributes listed on the Person Specification Form and use them to state clearly how you meet each of them in your Personal Statement. You should start with the essential requirements and then the desirable requirements. You should also demonstrate how you meet them (give examples).

Failure to state how you meet an essential requirement will result in you not being shortlisted for interview/the next stage.