

Person Specification – Star Club Assistant

This person specification should be used in relation to the relevant Job Description

	Essential	Desirable
Qualifications	<p>The Star Club Assistant should have:</p> <ul style="list-style-type: none"> • good basic education to GCSE level (A-C) in literacy and numeracy, or the equivalent 	<p>In addition, the Star Club Assistant might have experience of:</p> <ul style="list-style-type: none"> • A relevant qualification in Childcare and/or Education
Experience	<p>The Star Club Assistant should have:</p> <ul style="list-style-type: none"> • Experience of working with young children in an education setting 	<p>In addition, the Star Club Assistant might have experience of:</p> <ul style="list-style-type: none"> • Experience of working with young children with challenging behaviour • being a paid worker in play schemes, crèches, after-school clubs or similar.
Knowledge and Understanding	<p>The Star Club Assistant should have knowledge and understanding of:</p> <ul style="list-style-type: none"> • the needs of young children; • child development and the ways in which children learn; • the roles played by various adults in a child's education; • behaviour management strategies; • questions related to equal opportunities. 	
Skills	<p>The Star Club Assistant will be able to:</p> <ul style="list-style-type: none"> • assist children on an individual basis, in small group and whole class work; • explain tasks simply and clearly and foster independence; • supervise children, and adhere to defined behaviour management policies; • accept and respond to authority and supervision; • work with guidance, but under limited supervision; • liaise and communicate effectively with others; • demonstrate good organisational skills; 	<p>In addition, the Star Club Assistant might also be able to:</p> <ul style="list-style-type: none"> • demonstrate the skills related to working with children with challenging behaviour • suggest alternative ways of helping children if they are unable to understand; • describe, in simple terms, the process of behaviour management with children; • identify gaps in their own experience that they need help in filling; • demonstrate the ability to learn and adapt from past experience.