



Person Specification – Treehouse After School Club Lead

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

	Essential	Desirable
Qualifications	The Tree House ASC Lead should have: good basic education to GCSE level (A-C) in literacy and numeracy, or the equivalent	In addition, the Treehouse ASC Lead might have experience of: A relevant qualification in Childcare and/or Education
Experience	The Tree House ASC Lead should have: experience of working with young children in an education setting	In addition, the Tree House ASC Lead might have experience of: - 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	The Tree House ASC Lead should have knowledge and understanding of: - 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	The Tree House ASC Lead will be able to: - 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;	In addition, the Tree House ASC Lead might also be able to: - 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.