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|  | Essential | Desirable | How Assessed: |
| Education & Qualifications | GCSE (or equivalent) in English and Maths, Grade C equivalent or above. | Commitment to Continuing Professional Development.  An appropriate childcare qualification (NVQ2 or equivalent)  First Aid Qualification.  Food Hygiene Qualification.  Safeguarding at Work Training.  GDPR Awareness | Application  Certificates  Interview |
| Skills & Abilities | Ability to work positively with groups of children and young people with a wide range of needs.  Good inter-personal skills in informal and formal settings.  Ability to lead, manage and motivate others.  Well-developed written and verbal communication skills and ability to relate well to children, parents and staff.  Highly developed organisation and administrative skills.  Be self-motivated and demonstrate ability to work on own initiative.  Enthusiasm, commitment and problem solving approach.  Intermediate level of IT skills appropriate for this role. |  | Application  Interview |
| Experience & Knowledge | At least 1 years’ experience of working with children age 4-11 in a similar role. | Promoting the participation of children.  Experience of implementing Health and Safety procedures in childcare settings.  Working with children with SEN. | Application  Interview |
| Core Qualities | **Personal effectiveness**: makes things happen; operates with resilience, flexibility and integrity.  **Communication**: Share and listens to information, opinions and ideas, using a range of effective approaches.  **Self-Awareness**: learns continuously and effectively adapts behaviour in response to feedback.  **Service Delivery**: understand customer needs and responds appropriately. |  | Application  Interview |
| Other Requirements | Understanding of and commitment to Equal Opportunities.  Understanding of and commitment to Safeguarding.  Willingness to work flexibly on a regular basis.  To use initiative within the boundaries of the role. |  | Application  Interview |