

<b>Eaton Hall Specialist Academy            Person Specification – Childcare Officer</b>			
	<b>Essential</b>	<b>Desirable</b>	<b>How Measures During Recruitment and Selection Progress</b>
<b>Experience</b>		Experience of working with children of relevant age;  Experience of working with pupils with additional needs	Application Form  References
<b>Education/Training Qualifications</b>	Very good numeracy/literacy skills;  NVQ2, 5 good GCSEs including English and Mathematics and must commence, within one week of employment, work towards the Children Workforce Development Council Induction Standards Workbook.	Evidence of any other training	Application Form  Interview
<b>Skills and Knowledge</b>	Ability to relate well to children and adults;  Work constructively as part of a team.  Be able to offer some extra curriculum activities that will stimulate the children as part of an activity programme  Be able to demonstrate a genuine desire in caring for young people	Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation;  Knowledge of national curriculum;  Understanding of principles of child development and learning processes and in particular, barriers to learning;  Full understanding of the range of support services/providers;  Ability to self-evaluate learning needs and actively seek learning opportunities;	Application Form  Interview  References

		Full Driving Licence	
<b>Personal Qualities</b>	<p>Ability to relate to and build good relationships with pupils, parents and colleagues</p> <p>Willingness to work in a close team situation</p> <p>Imaginative and creative</p> <p>Able to be flexible and adaptable</p> <p>Positive attitude</p> <p>Conscientious and hard working</p>	<p>Committed to own continued professional development</p> <p>A good sense of humour!</p>	<p>At interview motivation and attitudes appropriate to working with vulnerable groups will be discussed along with any issues arising from references.</p> <p>DBS check Application Form References</p>