**WALWORTH SCHOOL**

**RCCO PERSON SPECIFICATION AND CRITERIA**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **WHERE IDENTIFIED** |
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| **Application** | Well-structured supporting letter indicating beliefs, understanding of issues and style of developing relationships with children.  Completed application form. |  | Application Form  Letter of Application |
| **Qualifications** | NNEB  SRN, RFN, FSCN, SEN (Nursing) Certificate in Residential Care of Children.  NVQ Level 3 Caring for Children and Young People or equivalent. | First Aid Certificate  Early Years Degree  Team Teach Qualification  MIDAS Driving Qualification | Application Form  Hard copy (sight of) qualification |
| **Experience** | Experience of working with primary pupils with Special Educational Needs.  Evidence of ability to accept and relate to the most challenging of pupils across all primary aged children. | Experience of working with pupils with Special Educational Needs specifically Social, Emotional and Mental Health Difficulties. | Application Form  Letter of Application  References |
| **Personal Qualities** | Able to work successfully as part of a team in a calm and methodical manner.  To work successfully with children both in residence and school.  Excellent communication skills with colleagues, parents and outside agencies.  To have good IT and literacy skills to ensure high quality reporting and recording.  Good time keeping.  A good sense of humour.  Have a commitment to ongoing professional development and be prepared to complete the Children’s Workforce Induction within the first 6 months of employ.  Knowledge of child protection procedures.  Be an excellent role model for children and adults.  Knowledge of the principles of Every Child Matters and demonstrate an understanding of safeguarding children.  To be able to attend relevant meetings regarding children in your care. | Flexibility in all aspects.  To assist within school and help pupils complete homework. | Application form  Letter of Application  Interview  References |