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| **Category** | **Essential** | **Desirable** | **Evidence** |
| **Application** | * Completed application form * Fully supported references |  | Reference  Letter |
| **Qualifications** | * A good general standard of education | Recent First Aid training  Qualification in play work or childcare  Supervision of staff | App form  Certificates |
| **Experience** | * Experience of working with children in play / recreational settings |  | Application form/letter  Reference  Interview |
| **Professional Development** | * Ability to successfully complete first aid training as required. * Willingness to undertake further training as necessary * Attend additional training and staff briefings as required |  | Application Form |
| **Skills** | * Ability to apply the direction and guidance of management concerning roles, responsibilities and operations * The ability to form good relationships and to work well with colleagues as part of a team * Ability to actively support and facilitate children’s play in the playground * Ability to cope with the physical demands of the post * Ability to form supportive, responsive and positive relationships with children * Good communication skills * The ability to show commitment to the inclusion of all children and an understanding of and commitment to equality of opportunity * Have a calm and caring attitude towards pupils * Well organised * A good role model | An understanding of children with additional needs | Reference / Interview / App form |
| **Special Knowledge** | * An understanding of the welfare, social and emotional needs of children * Have a good knowledge, understanding and commitment to play and the Play work Principles * Apply the strategies of Conflict Resolution in relation to children’s behaviour |  | Interview  Reference |
| **Personal attributes** | * Sensitivity whilst working with others * A sense of humour * Punctual, reliable and honest * Positive and respectful attitude towards others * Positive attitude towards development and change |  | Application  Interview / reference |

*Any relevant issues arising from references will be taken up at interview.*

*This school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.*