Wraparound Club Assistant - Person Specification

	JOB REQUIREMENT	Evidence	Scoring Method
Qualifications and Experience	Has a good standard of education including literacy and numeracy at level 2 or above (or equivalent)	A	Pass/Fail
	Previous/demonstrable/substantial experience of working in a similar role	A/I	Pass/Fail
	Paediatric First Aid Qualification or willingness to undertake	A/I	Pass/Fail
	Prior experience of working with children in an educational or playworker setting.	A/I	Numerical Scale
Knowledge and Skills	Knowledge of child development and children's personal development needs	A/I	Numerical Scale
	Knowledge of strategies which promote good behaviour and discipline	A, I	Numerical Scale
	Demonstrates effective communication skills (both orally and in writing), relevant to the audience and purpose.	A/I	Numerical scale
Values and Behaviours	**Kindness** Acts with patience, respect, generosity and forgiveness. Acts with compassion and care, listens and sees the person behind the role. Focuses on relational practice; builds trust and rapport with others by empowering and elevating them.	I	Numerical Scale
	Trust Acts in a reliable, consistent, credible, honest, humble, courageous manner. Manages emotions and helps others to do the same. Keeps promises and does what they say they will.	I	Numerical scale
	Service Puts themself in the service of others. Models calm and considerate behaviour. Behaves in a dutiful way, demonstrating humility and self-control.	I	Numerical scale
	Optimism Believes in their own ability, and the ability of others. Calls out negativity, cynicism and dishonesty. Remains positive and encouraging, helping others to overcome challenges and celebrating their success.	I	Numerical scale

* A = application, I = interview (including tasks), V = pre-employment vetting checks

TEAL is committed to safeguarding and promoting the safety and welfare of children and young people and expects all staff to share the commitment. All appointments will, therefore, be subject to a satisfactory Enhanced Level Disclosure and Barring Service Clearance as well as all other relevant pre-employment vetting checks.