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| **Category** | **Essential** | **Desirable** | **Evidence** |
| **Application** | * Completed application form
* Fully supported references
 |  | ReferenceLetter |
| **Qualifications** | * A good general standard of education
 | Recent First Aid trainingQualification in play work or childcare | App formCertificates |
| **Experience** | * Experience of working with children in play / recreational settings
 |  | Application form/letterReferenceInterview |
| **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 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
 |  | InterviewReference |
| **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
 |  | ApplicationInterview / 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.*