

## PERSON SPECIFICATION

### Job Title: Health Care Assistant

MOA (Method of Assessment)

AF: Application Form I: Interview T: Test, task or presentation

	Essential	Desirable	MOA
<b>Qualifications and Professional Development</b>			
GCSE (or equivalent) in English and maths at grade C or above	✓		AF/I
QCF/NVQ in Health and Social Care at L3	✓		AF/I
Up to date First Aid qualification		✓	AF/I
Mental Health First Aid qualification		✓	AF/I
<b>Knowledge &amp; Experience</b>			
Substantial experience of working with children, young people and families	✓		AF/I/T
Experience of partnership/multi-agency working	✓		AF/I
Experience of working as part of a team or independently as required	✓		I
Knowledge of assessment of health needs of the school aged population	✓		AF/I/T
Knowledge of child protection procedures	✓		AF/I
Understanding of risk assessments and risk management	✓		I/T
Up to date working knowledge of Safeguarding and Health & Safety requirements	✓		AF/I/T
<b>Skills &amp; Abilities</b>			
High standard of clinical work, decision making and competence	✓		AF/I/T
Ability to develop effective partnership working with all stakeholders	✓		AF/I
Excellent interpersonal skills, particularly the ability to relate to young people, parents colleagues and external agencies	✓		AF/I
Excellent verbal and written communication skills	✓		AF/I
Evidence of using own initiative to develop working practice	✓		AF/I
Excellent organisational skills			I/T
Good basic office administration skills including ICT	✓		AF/I/T

Ability to work flexibly if required	✓		AF/I
Ability to work within and apply all school policies eg behaviour management, child protection, health & safety, equal opportunities	✓		AF/I
<b>Other</b>			
Personal and emotional resilience	✓		AF/I
Tenacity	✓		AF
Awareness of Safeguarding and Child Protection issues	✓		AF/I
Willingness to maintain confidentiality on all school matters	✓		IAF/I
An understanding of data protection and confidentiality	✓		AF/I

**The Think Differently Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

Please be aware that this post is subject to an enhanced DBS clearance check and any offer of employment is made conditional of this. You will also be required to register and pay for the DBS update service and ensure that documentary evidence is produced to ensure annual compliance and updates. You will also be required to provide written consent for the employer to access this information at any time.

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

The Think Differently Education Trust undertake to make any “reasonable adjustments” to a job or workplace to counteract any disadvantages a disabled person may have.