



## Person Specification: Healthcare Assistant

	Essential	Desirable
<b>Qualifications and experience</b>	<ul style="list-style-type: none"> <li>• Willingness to undertake First Aid training and other relevant medical training.</li> <li>• Experience of working with children or young people.</li> <li>• Good employment record and ability to provide satisfactory references.</li> </ul>	<ul style="list-style-type: none"> <li>• Current First Aid qualification.</li> <li>• Experience of providing personal care or intimate care.</li> <li>• Experience of supporting children with medical needs.</li> <li>• Experience of working in a school, healthcare or care setting.</li> <li>• Experience of working with children with SEND.</li> </ul>
<b>Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• Understanding of safeguarding and child protection.</li> <li>• Understanding of health and safety requirements.</li> <li>• Understanding of confidentiality and data protection.</li> <li>• Awareness of equality, diversity and inclusion.</li> <li>• Understanding of the importance of dignity and respect when providing personal care.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of common childhood medical conditions.</li> <li>• Understanding of care plans and risk assessments.</li> <li>• Understanding of supporting children with SEND and medical needs.</li> <li>•</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Ability to build positive relationships with children, families and colleagues.</li> <li>• Strong interpersonal and communication skills.</li> <li>• Ability to work effectively as part of a team.</li> <li>• Good organisational skills.</li> <li>• Ability to follow medical and care procedures accurately.</li> <li>• Ability to remain calm and respond appropriately in medical situations.</li> <li>• Ability to maintain accurate records where required.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of administering medication or supporting medical procedures.</li> <li>• Experience of liaising with external agencies and professionals.</li> </ul>
<b>Persona Characteristics</b>	<ul style="list-style-type: none"> <li>• Caring, compassionate and patient.</li> <li>• Calm, professional and trustworthy.</li> <li>• Reliable and flexible.</li> <li>• Able to maintain confidentiality.</li> <li>• Committed to the wellbeing and inclusion of all children.</li> <li>• Reflective and willing to undertake training and professional development.</li> </ul>	<ul style="list-style-type: none"> <li>• Sense of humour.</li> <li>• Resilient and adaptable.</li> <li>• Confident in supporting children with a wide range of needs.</li> </ul>

The Four Cs MAT is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment. All appointments involve regulated activity and are subject to an Enhanced DBS disclosure and two successful references. Online searches are carried out on all shortlisted candidates.