



Person Specification

Care Enabler

Location:	Welcombe Hills School
Salary Grade/Scale:	NJC Grade E, SCP 5-6
Special Conditions:	None
Line Manager:	Head Teacher
Revised Date:	January 2026

Qualifications and training	Essential	Desirable
GCSE (Grade 4/C) or equivalent level, including English & Maths – (a good understanding of basic Maths & English is required)		✓
First Aid training		✓

Knowledge, Skills & Experience	Essential	Desirable
Previous experience in a caring capacity, with children or adults	✓	
Good physical health and fitness (to be able to lift independently or with other adult support)	✓	
An empathy with people with physical and/or learning difficulties	✓	
Understand special educational needs	✓	
Able to operate lifting equipment (e.g. hoists)		✓
Be aware of and understand health and hygiene guidelines and other regulations, e.g. HASAW, Child Protection etc	✓	
Have attended manual handling training, or be willing to undertake specific training	✓	
Have good communication and listening skills	✓	
Can solve straightforward problems and respond to unforeseen circumstances (e.g. hazards, accidents etc)	✓	
Effective team work	✓	
Ability to understand and work within all school/Trust policies	✓	

Personal / Other qualities	Essential	Desirable
Ability to communicate effectively with staff and students	✓	
Be sensitive to the needs of children and young people	✓	
Show resilience, patience and be open-minded	✓	
Be flexible and show initiative	✓	
Be committed to your own professional development and undertake appropriate training.	✓	
Ability to maintain confidentiality and be trustworthy	✓	
Commitment to promoting and safeguarding the welfare of children and young people	✓	