



Bramcote Hills Primary School Care Assistant - Person Specification - July 2025

Job Purpose

To assist individual and groups of children with their personal, learning and communication care needs and to work alongside other professional staff to further pupils' independence skills.

AF = Application Form Int = Interview Let = Letter of Application Ref = Reference

CATEGORY/ITEM	ESSENTIAL	DESIRABLE	EVIDENCE	WEIGHTING (High = 2 Low = 1)
Qualifications				
GCSE English and Maths Pass Grades		√	AF & Int	1
A Form of Childcare Qualification		√	AF & Int	2
Experience Education and Training				
Safeguarding and Child Protection Training		√	AF & Int	1
Experience of providing childcare for young children	√		AF Int Ref	2
Experiences of planning programmes of support for children with SEND		√	AF Int Ref	1
Experience of working in a school		√	AF Int Ref	1
Experience of working as part of a team	√		AF Int Ref	2
Experience of working with pre-verbal children	√		AF Int Ref	2
Experience of working without outside agencies	√	√	AF Int Ref	2
Knowledge and understanding				
Knowledge of child development	√		Let Int	2
Know how to meet personal care needs	√		Let Int	2
Knowledge of how to support children with SEND, identifying potential learning opportunities for them		√	Let int	1
Knowledge of behaviour management strategies		√	Let Int	1
Knowledge of methods to promote pupil interaction		√	Let Int	1
Skills/Aptitudes				
Good Communicator	√		Let Int Ref	2
Organised	√		Let Int Ref	2
Ability to change children and clear up toileting accidents	√		Let Int Ref	2
Ability to support children at meal times	√		Let Int Ref	2
Ability to follow instructions	√		Let Int Ref	2
Ability to use own initiative	√		Let Int Ref	2
Good spoken English	√		Let Int Ref	2
Personal Attributes				
Commitment	√		Let Int Ref	2
Resilience	√		Let Int Ref	2
Sense of humour	√		Let Int Ref	2
Professional	√		Let Int Ref	2
Polite	√		Let Int Ref	2
Specific requirements				
Suitability to work with children	√		AF Int Ref	2

