

Woodhouse Primary School

Standback Observer Personnel Specification

	Essential	Desirable	How identified
1. Knowledge and skills (including any relevant or required qualifications)	Confident swimmer. Excellent interpersonal skills Ability to inspire confidence and motivate swimmers Ability to work as part of a team Ability to communicate in a clear, accurate and consistent manner, verbally and in writing	Current Royal Life Saving Society certificate in lifesaving and pool safety (or equivalent), or willingness to train towards Pool Plant Operators Certificate, or willingness to train towards Knowledge of H&S legislation relating to pool operations Paediatric First aid qualification	Application Form Interview
2. Personal Development and Additional Learning	Shows commitment to own self development Willing to participate in further training and development activities		Application Form Interview
3. Experience	Experience of working with pupils of primary age range, with mixed abilities, special educational needs and disabilities Experience in self-evaluating learning needs and actively seek learning opportunities	Recent experience working / volunteering with pupils of primary age within the last three years	Application Form Interview References

	Essential	Desirable	How identified
4. Initiative	Able to receive instructions and guidance Open-minded and flexible Ability to work under pressure Positive attitude to working with pupils		Application Form Interview References
5. Circumstances	Understand the importance of confidentiality and work in a discreet manner where appropriate	Be prepared to be involved in extra-curricular activities	Application form Interview