

Woodhouse Primary School

Standback Observer Personnel Specification

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

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