

Skill / Competency	Essential	Desirable	Training
Paediatric First Aid	Holds a valid Paediatric First Aid qualification or is willing to complete training before working unsupervised.	Previous experience administering first aid in a childcare setting.	Paediatric First Aid Certificate (renewed in line with requirements).
Leading Play Activities	Ability to plan, organise and lead engaging, age-appropriate indoor and outdoor play opportunities.	Experience leading group activities in wraparound care, schools or childcare settings.	Playwork principles, child development, activity planning.
Use of Outdoor Areas	Confident supervising children safely outdoors and encouraging active play in all appropriate weather conditions.	Experience using natural environments to enhance children's learning and wellbeing.	Outdoor risk assessment, outdoor learning, health and safety.
Forest School Awareness	Enthusiastic about incorporating nature-based play and learning opportunities within the school grounds and forest school area.	Forest School experience or Level 1/2 Forest School qualification.	Forest School awareness or practitioner training from accredited existing staff
Food Preparation	Able to prepare simple, healthy snacks safely and hygienically.	Experience preparing food for groups of children.	Food preparation procedures and allergen awareness.
Basic Food Hygiene	Understanding of safe food handling, storage and hygiene practices.	Current Food Hygiene Certificate.	Level 2 Food Safety and Hygiene (or equivalent).
Supporting Homework	Able to provide encouragement and appropriate support with homework while promoting independence.	Experience supporting children's learning in a school or childcare setting.	Basic literacy and numeracy support, safeguarding in educational settings.
Caring and Nurturing Approach	Demonstrates warmth, patience, kindness and respect when working with children. Builds positive relationships and supports children's emotional wellbeing.	Experience working with children of different ages and abilities.	Child development, behaviour support, inclusion.
Creating a Safe Environment	Maintains a safe, secure and welcoming environment by following safeguarding, health and safety and behaviour policies.	Experience carrying out daily safety checks and risk assessments.	Safeguarding, Health and Safety, Prevent, Fire Safety.
Planning and Initiative	Uses initiative to plan engaging activities and respond flexibly to children's interests and individual needs.	Experience planning themed activities or enrichment programmes.	Activity planning, observation and assessment, inclusive practice.
Responding to Individual Needs	Recognises and responds appropriately to children's differing needs, abilities and backgrounds, ensuring every child feels included.	Experience supporting children with SEND or additional needs.	SEND awareness, inclusive practice, equality and diversity.
Communication Skills	Communicates effectively with children, parents/carers and colleagues in a professional and friendly manner.	Experience liaising with families regarding children's wellbeing and progress.	Customer service, effective communication.

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Team Working	Works collaboratively as part of the wraparound care team and contributes positively to the wider school community.	Experience working within a multidisciplinary school team.	Induction, teamwork and professional conduct.
Organisation and Supervision	Supervises children effectively, maintains registers and follows routines while remaining flexible to changing needs.	Experience in breakfast clubs, after-school clubs or holiday provision.	School induction, safeguarding procedures, record keeping.
Commitment to Play-Based Learning	Passionate about providing high-quality play experiences that support children's physical, social, emotional and cognitive development, making full use of the school's grounds and outdoor learning spaces.	Experience using loose parts, outdoor learning or child-led play approaches.	Playwork, outdoor learning, Forest School, continuous professional development.