

Person Specification

Learning Mentor, Grade 6 (SCP 8-11)

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ➤ GCSE Maths and English ➤ A relevant qualification or training in education, childcare, youth work or pastoral support. 	<ul style="list-style-type: none"> ➤ First Aid qualification ➤ 5 GCSE's or equivalent ➤ Teaching Assistant NVQ Level 3 or have completed training of a similar standard ➤ ELSA or similar training
Work or relevant experience	<ul style="list-style-type: none"> ➤ Relevant experience working with children/young people ➤ Ability to plan and organise effectively ➤ Ability to work with small groups or an individual pupil 	<ul style="list-style-type: none"> ➤ Experience of working with pupils with SEND, SEMH or additional needs ➤ Experience of delivering one-to-one or small-group interventions ➤ Experience of working with parents/carers or external agencies
Knowledge and Understanding	<ul style="list-style-type: none"> ➤ Comprehensive knowledge of school based education including child development ➤ Understanding of the social, emotional and developmental needs of primary-aged children ➤ Awareness of barriers to learning and strategies to support engagement ➤ Knowledge of safeguarding and child protection procedures 	<ul style="list-style-type: none"> ➤ Understanding of behaviour management and restorative approaches ➤ Awareness of trauma-informed or attachment-aware practice
Skills and Abilities (relevant to post)	<ul style="list-style-type: none"> ➤ Ability to build positive, trusting relationships with pupils ➤ Strong communication skills with children, staff and parents/carers ➤ Ability to support pupils both in and out of the classroom ➤ Good organisational and time-management skills ➤ Ability to work independently and as part of a multidisciplinary team 	<ul style="list-style-type: none"> ➤ Specialist skills, training or experience e.g. Art, Music, ICT, display etc. ➤ Ability to train, supervise and develop other staff ➤ Skills in de-escalation and emotional regulation support

	<ul style="list-style-type: none"> ➤ Ability to de-escalate conflict and promote positive play and social interaction. ➤ Competence in using IT systems to record, monitor and communicate information and access training ➤ Sufficiently fluent in spoken English to ensure effective performance in the role 	
Personal Qualities	<ul style="list-style-type: none"> ➤ Calm, patient and empathetic approach ➤ Commitment to inclusion, equality and safeguarding ➤ Resilience and flexibility when working with challenging situations ➤ Professionalism and confidentiality 	
Special Conditions	<ul style="list-style-type: none"> ➤ Willingness to undertake an enhanced Disclosure and Barring Service (DBS) check. 	