

## PERSON SPECIFICATION

**JOB TITLE: Learning and Behaviour Support Mentor**

Attributes	Essential	Desirable
<b>Education / Qualifications</b>	<p>Educated to GCSE level including English and Maths at grades A* - C or equivalent.</p> <p>Relevant training in aspects of social and emotional pupil support.</p>	<p>Learning Mentor qualification or actively training towards Learning Mentor or Counsellor</p>
<b>Experience</b>	<p>Current experience of working with children in a school.</p> <p>Current experience of effectively working with children with behavioural, social and emotional issues to develop their self-esteem and improve learning.</p>	<p>Experience of working as a Learning Mentor / behaviour support assistant to support children with challenging behaviour.</p> <p>Experience of working with outside agencies to support the integration for pupils.</p>
<b>Skills/Knowledge/ Aptitude</b>	<p>Ability to support and develop learning of individual and small groups of disaffected children to enable effective long term integration.</p> <p>Good interpersonal skills and an ability to relate and communicate effectively with children, staff and parents.</p> <p>A commitment to upholding the principles of Values education.</p> <p>A clear understanding of the impact of positive reinforcement on pupil's self-esteem and self-worth.</p> <p>Ability to work flexibly as part of a team.</p> <p>Ability to work with other colleagues to provide effective support in all aspects of behaviour management.</p> <p>Friendly and approachable in nature.</p> <p>Ability to work on own initiative to organise and prioritise workload within set boundaries.</p> <p>Adherence to confidentiality procedures when dealing with sensitive issues.</p>	<p>High standard of IT skills (word processing and spreadsheets - Word and Excel).</p> <p>Knowledge of school information management systems (SIMS / Class Charts &amp; CPOMS).</p> <p>Understanding of the Principles or Restorative Practice</p> <p>Experience of working with disaffected pupils on residential and day visits.</p>

<b>Motivation</b>	<p>Willingness to undertake training to support role.</p> <p>Willingness to engage in the development of further support services at Arnold Academy.</p>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Caring, approachable, firm, understanding, consistent, assertive and calm.</li> <li>• Understanding of children's needs.</li> <li>• Understanding and respecting the need for absolute confidentiality</li> <li>• Adaptability and willingness to assist with other aspects of school life.</li> <li>• Willingness to continue to learn and develop and train.</li> </ul>	
<b>Other</b>	<p>Willingness to work flexible hours on occasion, including some early/late appointments with parents and pupils to enable effective support.</p>	