ROCHDALE BOROUGH COUNCIL

**PERSON SPECIFICATION**

**Learning Mentor (Behaviour) Grade 6 (SCP) 19-24**

**Note to Applicants**

**This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment**.

1. **The *Essential* Criteria are for the qualifications, experience, skills or knowledge you MUST SHOW YOU HAVE to be considered for the job.**
2. **The *Desirable* Criteria are used to help decide between candidates who meet ALL the Essential Criteria.**
3. **The *How Identified* column shows how the Council will obtain the necessary information about you.**
4. **If the How Identified column says the Application Form next to an Essential Criteria or a Desirable Criteria, you MUST include in your application enough information to show how you meet this criteria. You should include examples from your paid or voluntary work.**

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| **ATTRIBUTES** | **ESSENTIAL** | **HOW IDENTIFIED** | **DESIRABLE**  | **HOW IDENTIFIED** |
| **QUALIFICATIONS** **AND EXPERIENCE** | * To possess GCSE English and Mathematics at Grade A\*- C, or GCSE Level 4 - 9, or a Level 2 qualification in Literacy and Numeracy.
* To possess or be working towards a relevant Level 3 qualification i.e. Level 3 Supporting Teaching and Learning Specialist Diploma **or** Level 3 Teaching Assistance/Supporting Teaching and Learning.
* Relevant experience working with children and young people.
* Experience of working within a team to achieve objectives.
* Experience of working in a school/college setting
 | **Application Form/Checking of Certificates** | * ECDL qualification
* Experience of mentoring.
 | **Application Form/Checking of Certificates** |
| **SKILLS AND KNOWLEDGE** | * Communication and sound interpersonal skills to build and maintain effective working relationships.
* Ability to empathise, influence, motivate and engage effectively with children and young people.
* Ability to work with parents/carers in difficult situations.
* Strong IT skills and the ability to integrate ICT into the learning process for pupils.
* Initiative and ability to resolve problems in sometimes stressful situations.
* Effective organisational skills to manage conflicting deadlines and work under pressure.
* Ability to keep accurate records and write reports.
* Creativity and resourcefulness skills to develop a range of strategies to assist children and young people to achieve learning objectives.
* Understanding and working knowledge of principles of child development, learning styles and independent learning.
* Knowledge of safeguarding and child protection procedures.
 | **Application Form/Interview** | * Knowledge of strategies used in dealing with young people with learning and behavioural difficulties.
 | **Application Form/Interview** |

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| **SPECIAL WORKING CONDITIONS** | * Prepared to undertake travelling as part of duties.
* Prepared to work in a variety of settings including home, primary school etc.
* Ability to work to a flexible timetable.
* The ability to converse at ease with customers and service users and provide advice in accurate spoken English.
 | **Application Form**  |  |  |