**KITE RIDGE SCHOOL – PERSON SPECIFICATION**

**POST:** Learning Mentor

**GRADE:** Range 2

**RESPONSIBLE TO:** Senior Learning Mentors

**PATTERN:** 37 hrs/week, 39 weeksper year

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| **PERSONAL SPECIFICATION** | **E** | **D** | **PERSONAL SPECIFICATION** | **E** | **D** |
| **Experience** |  |  | **Personal Requirements** |  |  |
| Classroom or social care experience of special educational needs |  | **✓** | Flexible and adaptable to a variety of working practices | **✓** |  |
| Experience of challenging behaviours |  | **✓** | Willing to learn and accept new challenges | **✓** |  |
| **Qualifications** |  |  | Ability to advocate on another’s behalf | **✓** |  |
| Good English and Numeracy | **✓** |  | Good communication and interpersonal skills | **✓** |  |
| GNVQ Level 2 or equivalent | **✓** |  | Ability to act with diplomacy and discretion | **✓** |  |
| Basic First Aid |  | **✓** | Ability to separate the child from the behaviour (keep a perspective) | **✓** |  |
| Recent training in care and control (including restraint) |  | **✓** | Good organisational skills | **✓** |  |
| Child Protection training (if not, training will be provided) |  | **✓** | Good observational and recording skills | **✓** |  |
| **Knowledge and Skills** |  |  | Pragmatic approach to problem solving | **✓** |  |
| Have an understanding of IEP’s or care plans and their role in assessment |  | **✓** | Ability to form and maintain appropriate relationships with children and young people | **✓** |  |
| Have knowledge of work systems associated with Autistic Spectrum Conditions (e.g. TEACCH) |  | **✓** | Emotional resilience to working with challenging behaviours | **✓** |  |
| Ability to control own body language and voice intonation (Team Teach) | **✓** |  | Positive attitude to the use of authority and maintaining discipline | **✓** |  |
| Ability to work with potentially violent clients and when necessary physically restrain (Team Teach) | **✓** |  | **Other Requirements** |  |  |
| Understanding of child development psychology |  | **✓** | A good record of attendance and health | **✓** |  |
| Ability to implement the principals of “differential reinforcement” | **✓** |  | Adaptable and enthusiastic | **✓** |  |
| Knowledge of basic computer skills | **✓** |  | Willing to work five hour shifts – potentially without a break | **✓** |  |

**E = Essential D = Desirable**