

PERSON SPECIFICATION

LEARNING MENTOR – C1 Grade pt12-14

Cross Gates Primary School



	Essential	Desirable	Evidence?
Qualifications and training	<p>GCSE or equivalent Level 2 (grade A-C/ 9-4) in English</p> <p>Sound knowledge of educational policy and practice</p> <p>Record of effective training and/or experience in related areas</p>	<p>Qualification in youth work, mentoring or other similar qualification</p> <p>First Aid qualification (or willingness to be trained)</p> <p>Minibus driving qualification</p>	<p>Application Form</p>
Experience	<p>Experience of working with young people in a professional, educational or voluntary capacity</p> <p>Experience of working in a busy and demanding environment</p> <p>Experience of working independently and as part of a team</p> <p>Experience of liaising with other professionals and parents</p>	<p>Experience of working in a school environment</p> <p>Experience in behaviour management strategies</p> <p>Experience of working with safeguarding cases</p> <p>Experience of working with other agencies</p>	<p>Application Form</p> <p>Interview</p> <p>Letter of Application</p>
Skills and understanding	<p>Excellent communication / interpersonal skills with students, staff, parents , Senior Leaders</p> <p>Understanding of safeguarding legislation and responsibilities</p> <p>Understanding the complexities of young people’s emotional and educational needs</p> <p>Ability to communicate, motivate, support and inspire young people to aim high</p> <p>Willingness to take on responsibilities and seek out solutions</p> <p>Ability to assess students’ needs and work to remove barriers to Learning</p> <p>Ability to plan and deliver programmes of support to enable students to achieve well at school</p> <p>Ability to manage challenging situations</p> <p>Ability to understand SEND and school policy and practices</p> <p>Ability to work effectively as part of a team and develop good working practices collaboratively</p> <p>Ability to build constructive relationships with parents/ carers/ outside agencies</p>	<p>Experience of using SIMs or other data software</p>	<p>Observation</p> <p>Reference</p> <p>Letter of application</p> <p>Interview</p>

Excellent organisation / resource management
Excellent ICT skills for communication purposes
Ability to keep appropriate records and effectively share required information
Ability to gather information and produce reports re impact
Ability to inspire and motivate others

Attitudes

Excellent record of attendance and punctuality

Application Form

Understanding the need for a reflective approach

Letter of Application

Understanding the importance of monitoring and evaluation

Understanding the need to be an excellent role model to staff and students

Reference

Positive and energetic with an enthusiasm for learning

Interview

Sense of humour and fun

Observation

Flexible and adaptable, able to work occasional evenings / weekends

Team player