**Person Specification – Learning Mentor – Shelton Infant and Nursery School**

Key: A = Application I = Interview R = Reference

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| **CRITERIA** | Essential | Desirable | Assessed Through |
| Qualifications  GCSEs (or equivalent) in English and Maths | X |  | A |
| Relevant qualification in Child Development, Education, or similar (e.g. NVQ Level 3, HLTA | X |  | A |
| Safeguarding training, including knowledge of DSL responsibilities (or willingness to complete) | X |  | A |
| First Aid training |  | X | A |
| Behaviour management or SEMH intervention training (e.g. Thrive, ELSA, Trauma-Informed Practice) |  | X | A |
| **Experience**  Experience working with children with social, emotional, or behavioural needs | X |  | A/I/R |
| Experience delivering 1:1 or small group interventions | X |  | A/I |
| Working collaboratively with staff, families and external agencies | X |  | A/I |
| Supporting children with SEND or those facing barriers to learning | X |  | A/I |
| Contributing to multi-agency meetings (e.g. TAF, LAC reviews, Child Protection Conferences) |  | X | A/I/R |
| Using data to track progress and evaluate interventions | X |  | A/I |
| **Knowledge and Understanding**  Understanding of child development and the needs of young children. | X |  | I |
| Awareness of safeguarding and child protection procedures | X |  | A/I |
| Knowledge of attendance monitoring strategies and how to promote regular school attendance  Understanding of SEMH and trauma-informed approaches | X |  | I |
| Familiarity with Early Help Assessments and EHCP processes |  | X | I |
| **Skills and Abilities**  Excellent communication and interpersonal skills | X |  | A/I/R |
| Ability to build trusting relationships with pupils, families, and colleagues | X |  | A/I/R |
| Confident in managing behaviour and de-escalating challenging situations | X |  | I |
| Able to maintain confidentiality and handle sensitive information | X |  | A/I/R |
| Strong organisational skills with ability to work independently and manage own time | X |  | A/I/R |
| Competent in using IT to record and track pupil data | X |  | A/I |
| **Personal Attributes**  Empathetic, calm, and resilient under pressure  Positive, solution-focused attitude | X |  | A/I/R |
| Commitment to inclusion and equality for all pupils | X |  | A/I/R |
| Willingness to undertake further professional development | X |  | A/I/R |
| Flexibility to adapt to the changing needs of pupils and the school | X |  | A/I/R |