

Person Specification

Job Title:	Learning Mentor
Salary & Grade:	WHF NJC L
Reports to:	Principal / SENCO

The White Horse Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications, plus verification of the right to work in the UK.

	Essential	Desirable	Identification Method
Education & Qualifications			
Educated to GCSE grade C or equivalent.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Have or working towards NVQ 3.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form
Relevant Experience			
Worked with and relates well to a wide range of young people from different ability, ethnic and social backgrounds as well as with teachers and other professionals.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Experience of working in a school, youth work, careers or social services.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Ability to engage constructively with, and relate to, a wide range of young people and families/carers with different ability, ethnic and social backgrounds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Working with others, the ability to assess and review young people and family circumstances and plan appropriate responses, drawing on in-school and external advice and expertise where necessary	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview

Ability to draw on a wide range of support, information, opportunities and guidance.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Ability to see the mentoring role as a long term activity designed to achieve the goals in the learning action plan.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Ability to identify potential barriers to learning and engage in strategies to overcome these barriers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Be up to date with current research and best practice	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Competence in the skills of networking, facilitating and developing others	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Skills & Abilities			
Excellent communication skills to relate well with a variety of people including Students and adults, Principals, Governors, Parents/ guardians, Visitors to the school, Colleagues.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Values and Behaviours			
Working within procedures, using initiative, but referring more complex problems to the line manager.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Application Form Interview
Contacts and Relationships			
Ability to work effectively with and command the confidence of teaching staff and senior management within the school and other professionals such as social workers, other local authority staff and third party professionals such as doctors and nurses	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Physical, Mental and Emotional Demands			
Work with, guide and challenge learners with problems.	<input type="checkbox"/>	<input type="checkbox"/>	Application Form Interview
Relate to, a wide range of young people and families/carers with different ability, ethnic and social backgrounds	<input type="checkbox"/>	<input type="checkbox"/>	Application Form Interview