

PERSON SPECIFICATION
Pastoral Mentor

| Attributes | Essential | Desirable | How Identified |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|-----------|-----------------------------------------------|
| Education and Training | | | |
| <ul style="list-style-type: none"> GCSE Grade 4 or above in Maths and English; | • | | Application Form |
| Experience | | | |
| <ul style="list-style-type: none"> Experience of working in an educational setting; Experience of mentoring pupils; Ability to support pupils across the 11-18 age range | • • | • | Application Form & References |
| Knowledge | | | |
| <ul style="list-style-type: none"> An understanding of the education system; Ability to employ a range of teaching, learning and assessment styles to suit individual student needs; Good knowledge of best practice in tutoring, learning and assessment; Good knowledge of tracking student achievement and putting appropriate support strategies in place. | • • | • • | Application Form & Interview |
| Skills | | | |
| <ul style="list-style-type: none"> Ability to communicate effectively with 11-18 year old students; Ability to work closely and productively with teachers and support staff; Ability to understand the needs of pupils and set appropriate targets; Ability to evaluate impact of interventions to develop future planning; Good ICT skills; Ability to communicate effectively with parents when appropriate; Ability to coach and mentor others; Excellent organisational skills and administrative abilities, including time management skills. | • • • • • • • • | | Application Form & Interview |
| Personal Attributes | | | |
| <ul style="list-style-type: none"> A commitment to working with students of all abilities to enable them to reach their potential (equal opportunities and inclusion); A genuine liking for young people; A thoughtful and reflective individual; An effective and creative team player; A lively, motivated and enthusiastic practitioner; A willingness to use initiative and sometimes take risks in order to strive for continuous improvement; Ambitious for career development; Reliable; A commitment to continuous professional development; A willingness to be involved in extra-curricular activities; A commitment to upholding the values and policies of the school - particularly with regard to promoting the welfare of, and safeguarding, children. | • • • • • • • • • • • | • | Application Form References & Interview |