



## PERSON SPECIFICATION

Post Title: Learning Mentor

2019

CATEGORY/ITEM	ESSENTIAL	DESIRABLE	EVIDENCE
<b>The Academy</b>  Willing to support the Christian tradition and spiritual ethos of the school  Willing and able to contribute to and share in the corporate life of the school.	  ✓  ✓		  AI  AI
<b>Professional Values and Practice</b>  Has high expectations of all students and is committed to providing support to assist pupils overcome barriers to learning and encourage raised educational achievement.  Demonstrates and promotes positive values, attitudes and behaviour.  Promotes equal opportunities	  ✓  ✓  ✓		  AI  AIR  AIR

<p><b>Knowledge and Understanding</b></p> <p>Specialist TA Award or NNEB or relevant NVQ level 3 or equivalent English GCSE (A*-C) or equivalency test (Level 2 Basic Skills Literacy) Preferably Maths GCSE (A*-C) or equivalency test, e.g. Level 2 Basic Skills Numeracy, TA Awards</p> <p>Experience of using IT systems including Word processing and basic spread sheet operation.</p> <p>Understands the responsibilities under the SEN Code of Practice.</p> <p>Knows a range of strategies to promote good behaviour and a purposeful learning environment.</p> <p>Differentiates to meet students' needs, including more able and those with SEN</p> <p>Uses a range of monitoring and assessment strategies and uses this information to improve delivery.</p> <p>Is able to maintain detailed records to monitor student progress and achievements periodically.</p> <p>Is able to establish a purposeful learning environment where diversity is valued and where students feel secure and confident.</p> <p>Takes account of different interests, experiences, achievements of boys and girls, and students from different cultural and ethnic groups</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>√</p> <p>√</p>	<p>A</p> <p>A</p> <p>AIR</p> <p>AI</p> <p>AI</p> <p>AI</p> <p>AR</p> <p>AI</p> <p>AI</p> <p>AI</p> <p>AI</p> <p>AI</p> <p>AI</p>
<p><b>Skills and Abilities</b></p> <p>The ability to communicate, influence, persuade, motivate and engage with a wide range of children/young people, their families and carers.</p> <p>Knowledge and understanding of child protection, health, safety and security, confidentiality and data protection, copyright etc.</p> <p>Show a commitment to learn new skills and expand on current skill set and demonstrate a willingness to pass on knowledge and techniques to others.</p> <p>Demonstrate good general interpersonal and communication skills.</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p>		<p>AIR</p> <p>AI</p> <p>AI</p> <p>AI</p>

Deal with conflicting demands and work flexibly	√		AI
Experience of completion of Early Help Assessments to support identification of needs with children and families.		√	
Experience in the role of Lead Professional within the TAC process		√	
<b>Suitability to work with children</b>			
Enhanced DBS	√		ARI
<b>Specific requirements</b>			
Confidentiality awareness	√		ARI

A Application Form

I Interview

R References

T Test