

## Learning Mentor Level 3 – Person Specification

Criteria	Essential	Desirable	Means of Assessment
Qualifications:	<ul style="list-style-type: none"> <li>GCSE or equivalent in English and Mathematics (Minimum Grade C/4).</li> <li>Level 4 LDSS or equivalent of working with young people.</li> <li>Willingness to participate in relevant training and development opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Other relevant qualifications e.g. foundation degree in education.</li> <li>Thrive Lead Practitioner qualification or willing to undertake training.</li> </ul>	Application Form Production of certificates (not copy)
Experience:	<ul style="list-style-type: none"> <li>Experience of working with pupils who have diverse learning, behavioural and SEND needs is highly desirable.</li> <li>Experience of identifying barriers to learning in individual pupils using the.</li> <li>Experience of developing one to one mentoring relationship with pupils needing support to achieve the goals defined in their individual action plan.</li> <li>Experience of working with parents</li> <li>Experience of working closely with external agencies to ensure pupils receive relevant, coordinated support.</li> <li>Experience of working closely with the Designated Safeguarding Lead on safeguarding issues such as the voice of the child.</li> <li>Experience of presenting data to senior leaders.</li> <li>Experience of analysing attendance data in relation to barriers to learning and identify strategies to improving attendance.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of leading/contributing to Parental Workshops.</li> <li>Experience of supervising and providing structured learning programmes for pupils.</li> <li>Experience of contributing to the School Improvement Plan</li> <li>Using the Thrive tools to develop and lead on an individual action plan for each pupil identified as needing help to overcome barriers to learning</li> <li>Experience of analysing and evaluating data from Thrive assessments (and adapting actions/intervention where necessary.)</li> </ul>	Application Reference Interview
Knowledge and understanding:	<ul style="list-style-type: none"> <li>A detailed knowledge of ACES and how to address these.</li> <li>Understanding of multi-agency working.</li> </ul>	<ul style="list-style-type: none"> <li>First aid training</li> <li>Creative thinking of new strategies to improve the engagement of pupils and their families.</li> </ul>	Application Interview Reference
Skills:	<ul style="list-style-type: none"> <li>Excellent coaching and mentoring skills with adults and pupils.</li> <li>Excellent written and oral skills.</li> <li>Ability to build effective working relationships with all colleagues and external agencies, through collaboration and the sharing of relevant information.</li> <li>Competent IT skills.</li> <li>Excellent self-management skills.</li> <li>Ability to remain calm under pressure, particularly in difficult situations.</li> <li>Excellent levels of communication at all levels.</li> </ul>		
Personal Qualities:	<ul style="list-style-type: none"> <li>Good team member.</li> <li>Drive and enthusiasm.</li> <li>Friendly, approachable and able to relate well to staff</li> <li>Adaptable</li> </ul>		Application Reference Interview