



PERSON SPECIFICATION

LEARNING MENTOR, Grade 3 subject to formal evaluation under the Pay Equity Review

Elms Farm Community Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant.

	ESSENTIAL	METHOD OF ASSESSMENT *
INITIAL QUALIFICATIONS	<p>Good standard of education, including English</p> <p>NVQ level 3 qualification in child care or equivalent</p>	A, I
FURTHER QUALIFICATIONS PROFESSIONAL DEVELOPMENT	Recent, relevant in-service training in supporting pupil development	A, I A, I
KNOWLEDGE & EXPERIENCE	<p>Previous successful experience in working with children and young people on an individual basis in supporting their personal development.</p> <p>The ability to work effectively with, relate to and command the confidence of, a wide range of young people and families/carers with different ethnic and social backgrounds.</p> <p>The ability to work effectively with, relate to and command the confidence of teaching staff and senior management within the school.</p> <p>Working with others, the ability to assess and review the learning of young people in the context of family and other relevant circumstances and plan appropriate responses, drawing on in-school and external advice and expertise where necessary</p> <p>Knowledge of, and ability to work effectively and communicate with, a wide range of organisation and people offering support, information, opportunities and guidance</p> <p>Ability to identify potential barriers to learning jointly and engage in strategies to overcome these barriers</p> <p>Ability to work with individual children to set goals jointly as part of planning for their learning</p> <p>Skills of communication, giving advice and helping young people to identify their needs and potential</p>	A, I A, I A, I A, I A, I A, I
SKILLS AND ABILITIES	<p>Ability to monitor, evaluate and plan for School Improvement.</p> <p>Ability to manage the implementation of change sensitively with the skills to coach staff members.</p> <p>Ability to manage and motivate individuals and teams.</p> <p>A high level of oral and written communication skills, including new technologies.</p> <p>Ability to work to high professional standards and be well organised.</p> <p>Ability to report on school progress to stakeholders.</p>	A, I, P A, I, P A, I, P A, I, P A, I A, I



	Evidence of expertise in assessment procedures and data analysis.	A
OTHER	<p>A desire to do something worthwhile for young people, to understand their needs and gain insights into how they think.</p> <p>Knowledge of the education system</p> <p>DESIRABLE:</p> <p>DSL trained</p> <p>Knowledge of Trauma informed practice</p>	<p>A, I</p> <p>A, I</p>

- Those elements marked **AF** - will be assessed in your **Application Form**
- Those elements marked **AF/I/P** - will be assessed in your **Application Form** and during the selection process e.g. **Interview, Presentation**.
- Those elements marked **I/P** - will be evaluated during the selection process e.g. **Interview, Presentation**

NB: If shortlisted, any relevant issues arising from references will also be taken up at interview. References will be used to support the selection panel's assessment.