

ST ANDREW'S CE (VA) INFANT & JUNIOR SCHOOLS FEDERATION
Person Specification – Learning Mentor, Scale 4 (7-11)

Criteria	Essential I Desirable (D)	Method of Assessment Application (A) Selection Process (S) References (R)
Qualifications		
Good standard of education	E	A
English and Maths to GCSE standard (A-C)	E	A
National Learning Mentor qualification	D	A
Trained in positive handling (Team Teach/Price) and behaviour management.	D	A
Experience		
Experience of working with young children of primary school age	E	A/S
Experience of working with outside agencies to meet the needs of a child	D	A/S
Experience of working with children from socially and economically disadvantaged families in an inclusive setting	D	A/S
Experience of working with children with a range of special needs	D	A/S
Knowledge and skills		
Ability to relate well to children and adults	E	A/S
Ability to handle 'difficult' conversations with empathy and confidence	E	A/S
Good interpersonal skills and ability to relate and communicate effectively with children, staff and parents	E	A/S
Good standard of written and spoken English	E	A/S
Knowledge of a range of behaviour management strategies and techniques	E	A/S
Ability to work flexibly & constructively as part of a team, as well as, when required, independently & using own initiative	E	A/S
Excellent at prioritising	E	A/S
Ability to maintain confidentiality	E	A/S
A positive, calm, caring and sensitive attitude	E	A/S
Knowledge of safeguarding issues	E	A/S
Knowledge of principles of child development and learning processes	D	A/S
Knowledge of behaviour management strategies and positive handling techniques	D	A/S

Initiative/ Circumstances		
Able to undertake training courses in Calderdale or elsewhere as necessary particularly with regard to safeguarding	E	A/S
Willingness to participate in development & training opportunities	E	A/S
Ability to exercise good personal time management, punctuality & consistent reliable attendance	E	A/S
Willingness to conduct accompanied home visits, where necessary	E	A/S
Participation in recent and relevant continuing professional development	D	A/S
Car driver with access to vehicle	D	A/S