



Job Title:	Academic Learning Mentor
------------	--------------------------

Thorpe Underwood Estate is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

	Essential These are qualities without which the applicant could not be appointed	Desirable These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	Method of Assessment
Qualifications	<p><i>The professional, technical or academic qualifications that the applicant must have to undertake the role or the training that they must have received</i></p> <ul style="list-style-type: none"> • A relevant level 3 qualification such as NVQ Level 3 ATA or equivalent • Excellent numeracy and literacy skills. • Ability to use ICT and other technology effectively 	<p><i>The professional, technical or academic qualifications that the applicant would ideally have to undertake the role or the training that they should ideally have received</i></p>	Contents of Application Form Interview and references
Experience	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to predict success in the role.</i></p> <ul style="list-style-type: none"> • Experience of working with young people of secondary school age and in a school setting 	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to contribute to success in the role.</i></p> <ul style="list-style-type: none"> • Knowledge of school policies relating to health and safety, behaviour, attendance, equal opportunities, child protection, SEN • Working knowledge of national curriculum and other relevant learning programmes/strategies. • Understanding of the principles of child development and learning processes and able to use a range of strategies to promote learning and appropriate behaviour 	Contents of Application Form Interview and References



		<ul style="list-style-type: none"> • Experience of supporting students through mentoring programmes 	
Knowledge/Skills	<p><i>The knowledge required by the applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> • Work constructively as part of a team within strict deadlines, and with clear summaries and effective strategies. • Ability to manage time efficiently and with clarity. • Ability to relate well to children and to adults • Ability to evaluate learning needs and actively promote learning opportunities 	<p><i>The knowledge that would enable the applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> • Skill to manage learning activities, the physical learning space and resources for which they are responsible • An understanding of how personal, social and emotional factors affect the learning, progress and development of young people • Have knowledge of theoretical concepts of learning, and strategies that support the learning and coaching process 	Contents of Application Form Interview References Lesson Observation
Personal competencies and qualities	<p><i>The personal qualities that the applicant requires to perform effectively in the role and to ensure that the applicant safeguards and promotes the welfare of children and young people</i></p> <ul style="list-style-type: none"> • Motivation to work with children and young people. • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • To be proactive with your own professional development and in supporting others in 	<p><i>The personal qualities that would assist the applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> • A sense of humour 	Contents of Application Form Interview References



	<p>meeting individual needs</p> <ul style="list-style-type: none">• Be a positive role model to students and staff, demonstrating effective strategy		
--	--	--	--