



Carlton le Willows
Academy

Person Specification – Learning Mentor

Criteria	Essential	Desirable	How Identified
Qualifications/Training	<ul style="list-style-type: none"> GCSE or equivalent passes in English and mathematics and science 	<ul style="list-style-type: none"> Evidence of having worked with children Level three or degree qualifications 	Application form
Personal and professional attributes	<ul style="list-style-type: none"> Record of good attendance and punctuality Hold positive values and have high expectations Have standards and can motivate young people Good communication skills Commitment to team working Creative and flexible when working Willing to act upon advice and feedback Openness to coaching, mentoring and further training 	<ul style="list-style-type: none"> Experience of coaching or having been coached Evidence of successfully promoting high levels of achievement and/or participation amongst young people 	Application form Interview References
Skills, knowledge, and experience understanding	<ul style="list-style-type: none"> Secure subject knowledge of the subject up to GCSE level Have good literacy, numeracy and ICT skills Work as a team member Prioritise and manage workload well Reflect on own work and its impact Make adjustments to working practice Can provide positive and constructive feedback Establish a purposeful and safe environment, following safeguarding procedures as required Manage young peoples' behaviour positively and constructively, promoting self-control, independence and cooperation 	<ul style="list-style-type: none"> Secure subject knowledge of the subject up to A level or degree Knowledge and experience of working with young people Relevant range of practical skills applicable to working in a school environment 	Application form Interview References