

Mentor – Person Specification		
Criteria	Essential	Desirable
Qualifications and/or Training	<ul style="list-style-type: none"> <li>• 5 GCSEs (Grade A-C) or equivalent including Maths and English</li> </ul>	<ul style="list-style-type: none"> <li>• Childcare/ child development course</li> <li>• Current first aid certificate</li> </ul>
Skills	<ul style="list-style-type: none"> <li>• Good interpersonal skills and an ability to relate and communicate effectively with children, staff and parents.</li> <li>• Good literacy and numeracy skills</li> <li>• Good organisational skills</li> <li>• Ability to maintain confidentiality</li> <li>• Ability to book training for other staff</li> <li>• Ability to work in a 1:1 relationship &amp; in groups.</li> <li>• Ability to keep neat and accurate records.</li> <li>• Ability to work flexibly as part of a team</li> <li>• Ability to show initiative when appropriate.</li> <li>• Clear, legible handwriting</li> </ul>	<ul style="list-style-type: none"> <li>• Basic practical skills e.g. art and craft, needlework.</li> <li>• Computer keyboard skills</li> <li>• Ability to speak, read and write a language other than English</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>• Good standard of spoken and written English.</li> <li>• Good English comprehension</li> <li>• Understanding of the developmental needs of children.</li> <li>• Understanding of the importance of play</li> <li>• Knowledge of a range of behaviour management strategies &amp; techniques</li> </ul>	<ul style="list-style-type: none"> <li>• An understanding of potential hazards to children both inside and outside the classroom and an ability to avoid hazardous situations whenever possible.</li> <li>• An understanding of issues affecting children (e.g. bullying, abuse).</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience of working with primary age children with special educational needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working as a learning mentor / behaviour support assistant to support children with challenging behaviour</li> </ul>
Personal qualities	<ul style="list-style-type: none"> <li>• Caring, approachable, firm, understanding, consistent, assertive and calm.</li> <li>• Understanding of children's needs.</li> <li>• Understanding and respecting the need for absolute confidentiality</li> <li>• Adaptability and willingness to assist with other aspects of school life.</li> <li>• Willingness to continue to learn and develop and train.</li> </ul>	