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| **PERSON SPECIFICATION**  **LEARNING MENTOR** |

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| **Main Criteria** | **Essential Criteria** | **Desirable Criteria** | **Form of Assessment** |
| **Experience** | Experience of working with secondary aged students | To have experience of working with boys or previous work as a TA/LSA | Application form |
| **Knowledge / Skills** | To have good ICT skills | To be familiar with the secondary curriculum | Application form |
|  | To be able to work as part of a team or individually | To have a willingness to develop your individual skills | Application form |
|  | To show initiative | To have good common sense | Application form/interview |
|  | If needed to be willing to take small groups and work with individual students | To have experience or be willing to work with students with all needs | Interview |
|  | To have qualifications in Maths and English equivalent to GCSE level |  | Application form |
| **Other** | To be fully committed to Southborough’s values:   * Support * Challenge * Respect * Resilience * Responsibility * Relationships |  | Application Form  Interview |
|  | To be fully committed to restorative practices |  | Application Form  Interview |
|  | To demonstrate a sense of humour | To be able to develop and form successful relationships with students | Interview |
|  | Willing to be flexible / take instruction |  | Interview |
|  | To be able to manage your time well and be punctual | To have an organised approach to your work and surroundings | Reference |
|  |  | To be willing to toilet students with physical impairments | Interview |
|  | To be committed to making a difference to the students with Needs | To have an interest or experience in working with students with a specific SEN eg Behaviour | Interview |

*‘This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.’*