



Person Specification – Learning and Wellbeing Mentor

Criteria	Qualities
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>GCSE or equivalent level, including at least a Grade C in English and maths</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Working with children of the relevant age, and managing situations relating to children with emotional needs</li> <li>Assessing pupils' needs and barriers to learning</li> <li>Delivering programmes with pupils with emotional needs, including one-to-one, small group and whole-class activities</li> <li>Leading suitable interventions to support varying emotional needs of children.</li> <li>Supporting colleagues with strategies</li> <li>Knowledge of STEPS / Restorative Approaches</li> <li>Working closely with families/carers, including within meetings</li> <li>Working collaboratively with outside agencies and participating in meetings</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>Strong listening skills and proven ability to deal with sensitive situations with integrity</li> <li>Proven ability to communicate effectively with adults and children, including through written and verbal communication</li> <li>Proven ability to create good relationships with pupils, staff and parents</li> <li>A well-developed understanding of strategies to manage and support young people with emotional needs in a school environment</li> <li>Proven ability to tailor interventions to individual pupils</li> <li>Excellent understanding of safeguarding policies and procedures and their role in child protection</li> <li>Proven ability to be flexible to changing workload demands and new challenges</li> <li>Ability to use IT systems and to conduct analysis and produce reports</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>Willingness to provide the best possible opportunities for all pupils</li> <li>Ability to relate to young people and act as a positive role model</li> <li>Well-developed sense of empathy</li> <li>Organised, proactive and self-motivated</li> <li>Good time management skills</li> <li>Commitment to upholding and promoting the ethos and values of the school</li> <li>Ability to work collaboratively</li> <li>Ability to work well under pressure and prioritise effectively</li> <li>Commitment to maintaining confidentiality at all times</li> <li>Commitment to safeguarding, equality, diversity and inclusion</li> </ul>