Archibald Primary School Person Specification: Mentor

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|  | **Essential** | **Desirable** |
| Qualifications  | * Good standard of general education to GCSE level or equivalent
* NVQ Level 3 or equivalent relevant to the work.
* Good literacy, communication and numeracy skills.
 | * NVQ4 or equivalent professional qualification relating to working with families.
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| Knowledge and Experience | * Experience in any of the following – social work, teaching, health, or similar disciplines working with young people and their families.
* Experience of team working - working alongside others to implement support packages
* Knowledge and understanding of child development
* Knowledge and understanding of the importance of play
* Knowledge of a range of behaviour management strategies and techniques.
* Knowledge of social and emotional factors that affect a child’s capacity to learn.
* Awareness of the stresses faced by families in current day society.
* Understanding of Keeping Children Safe in Education (DfE Guidance)
 | * Experience of working as a learning mentor/behaviour support assistant to support children with challenging behaviour.
* Knowledge of crisis intervention theory, counselling, play therapy.
* Experience of or understanding of nurture groups
* Ability to devise and implementing specialised programmes of work to promote social, emotional and behavioural development.
* Experience of delivering CPD
* Experience of working with parents/carers to support their child’s emotional wellbeing.
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| Skills | * Excellent communication skills.
* Good negotiation skills.
* High quality report writing and recording.
* Excellent interpersonal skills.
* Ability to assess and manage risk in practice
* Ability to work on own initiative.
* Self-motivated.
* Contribute to the development and effectiveness of work teams.
* Deal with sensitive issues in a confidential manner.
* Working creatively and positively with pupils and families
 | * Multi agency working.
* Ability to use electronic files and databases (eg SIMS, CPOMS).
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| Personal characteristics | * Commitment to anti-oppressive/anti-discriminatory practice and valuing diversity.
* Able to work in non-judgemental way understanding the pressures that parents/carers face.
* Commitment to child centred service delivery.
* Positive attitude toward the development of personal and professional practice and training opportunities.
* Adaptability and willingness to assist with other aspects of school life.
* Willingness to continue to learn, develop and train.
 | * Evidence of adaptability and ability to use own initiative.
* Flexible attitude to work practices and hours to meet the needs of the school.
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