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. |
| 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. |
| 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). |
| 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. |