

Archibald Primary School Person Specification: Mentor

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • NVQ4 or equivalent professional qualification relating to working with families. • ELSA qualification • Counselling qualification
Knowledge and Experience	<ul style="list-style-type: none"> • 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) 	<ul style="list-style-type: none"> • 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 delivering ELSA/ play therapy / counselling • 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	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Multi agency working. • Ability to use electronic files and databases (eg SIMS, CPOMS).

	<ul style="list-style-type: none"> • 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 	
<p>Personal characteristics</p>	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Evidence of adaptability and ability to use own initiative. • Flexible attitude to work practices and hours to meet the needs of the school.