

**Behaviour Mentor
Person Specification**

| Skills and Abilities | Essential | Desirable | Assessed by |
|--|-----------|-----------|---------------------------|
| The ability to develop and maintain effective working relationships with other team members and contribute to the work of the team | ✓ | | Application and Interview |
| Carry out work to agreed specifications and deadlines | ✓ | | Application and Interview |
| Basic ICT skills to support administration | ✓ | | Application and Interview |
| Effective oral and written communication skills across a range of audiences | ✓ | | Application and Interview |
| Experience of managing student behaviour in a positive manner | ✓ | | Application and Interview |
| The ability to relate effectively to a diverse range of young people and adults | ✓ | | Application and Interview |
| The ability to deploy a range of strategies and techniques to encourage learning and positive behaviour | ✓ | | Application and Interview |
| Knowledge | | | |
| A thorough understanding of the range of potential barriers to learning for pupils | ✓ | | Application and Interview |
| A thorough understanding of child protection policies and procedures and a commitment to the principles of best practice | ✓ | | Application and Interview |
| The range of support services and facilities available to young people | ✓ | | Application and Interview |
| Health and safety policy in schools and the responsibility of the individual in ensuring its implementation | ✓ | | Application and Interview |
| Equalities and inclusion policies and how these are implemented in schools | ✓ | | Application and Interview |
| Qualifications and Experience | | | |
| To have completed, or a willingness to undertake, the national induction training for Learning Mentors | ✓ | ✓ | Application |
| GCSE grade 'C' (or equivalent) or above in English and Mathematics | ✓ | | Application |
| 2 years minimum experience working with children and young people in a paid or voluntary capacity | ✓ | | Application |
| NVQ3 in Teaching Assistance or Learning, Development and Support Services or equivalent qualification | ✓ | ✓ | Application |
| A demonstrable commitment to continuing professional development | ✓ | | Application and Interview |