

Carew Academy Learning Mentor

Person Specification

Candidates will be short listed entirely on the basis of the extent to which they meet the criteria in their application letter.

FACTOR	ESSENTIAL	DESIRABLE
1. KNOWLEDGE	<ul style="list-style-type: none"> Safeguarding and child protection knowledge with up to date current practice through updates and refresher training. Training in community work, counselling skills, or similar. 	<ul style="list-style-type: none"> Understanding of child psychology and barriers to learning. Knowledge of the education system.
2. SKILLS AND ABILITIES	<ul style="list-style-type: none"> Ability to work with children and families in a variety of settings within school, at home or in the community. Ability to work flexibly and supportively with parents and carers. Ability to work in partnership with teachers and other professionals. Excellent interpersonal skills with the ability to communicate effectively with children and adults, individually and in groups. Be tactful, diplomatic and sensitive with a good sense of humour. Ability to take responsibility and work on initiative within set boundaries. Excellent organizational and time management skills and the ability to take the initiative in how to plan time most effectively. Willingness to be flexible around when to take breaks during the day. Excellent oral and written communication skills. Ability to keep clear accurate records. Ability to maintain confidentiality. Be a confident and skilled user of ICT – able to use it with children and parents. Be reliable and trustworthy, able to use judgment in receiving and dealing with sensitive information. The resilience to deal with challenging situations involving Child Protection issues. 	<ul style="list-style-type: none"> Able and willing to speak confidently to a range of audiences.
3. QUALIFICATIONS AND TRAINING	<ul style="list-style-type: none"> Level 2 Qualifications in English and Mathematics Relevant childcare, education, social care or health qualification to at least NVQ Level 3 or equivalent and/or considerable experience Qualified in area of therapy e.g. ELSA etc. 	<ul style="list-style-type: none"> Nationally recognized qualification in education. Up to date Safeguarding Training (willingness to complete this is essential). Team Teach Training or equivalent (willingness to complete this is essential).

4. EXPERIENCE	<ul style="list-style-type: none"> • Ability to deal with difficult situations. • Evidence of experience of direct work with children within a variety of settings and from a range of ethnic, religious and cultural backgrounds. 	<ul style="list-style-type: none"> • Able to set up and deliver programs of support work including group work as appropriate to need.
5. DISPOSITION	<ul style="list-style-type: none"> • Flexible approach to supporting children. • Ability to maintain a professional manner in challenging situations. • Confidence to challenge difficult behaviour. • Confidence to challenge other professionals. 	
5. SPECIAL REQUIREMENTS	<ul style="list-style-type: none"> • No adverse criminal record and full enhanced DSB clearance. • A full clean UK driving license is an essential requirement of this post. • Flexibility in work pattern may be required sometimes. • Able and willing to work flexibly as part of a team. • Commitment to self-development and willingness to undertake further training. 	<ul style="list-style-type: none"> • MIDAS qualification (willingness to obtain this is essential).

Carew Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of our Safer Recruitment procedure short listed candidates are required to bring to their interview documents to confirm identify, name, date of birth and address. The successful applicant will be required to obtain an up to date DBS check.