

KITE RIDGE SCHOOL – PERSON SPECIFICATION

POST: Learning Mentor

GRADE: Range 2

RESPONSIBLE TO: Senior Learning Mentors

PATTERN: 37 hrs/week, 39 weeks per year

PERSONAL SPECIFICATION	E	D	PERSONAL SPECIFICATION	E	D
Experience			Personal Requirements		
Classroom or social care experience of special educational needs		✓	Flexible and adaptable to a variety of working practices	✓	
Experience of challenging behaviours		✓	Willing to learn and accept new challenges	✓	
Qualifications			Ability to advocate on another's behalf	✓	
Good English and Numeracy	✓		Good communication and interpersonal skills	✓	
GNVQ Level 2 or equivalent	✓		Ability to act with diplomacy and discretion	✓	
Basic First Aid		✓	Ability to separate the child from the behaviour (keep a perspective)	✓	
Recent training in care and control (including restraint)		✓	Good organisational skills	✓	
Child Protection training (if not, training will be provided)		✓	Good observational and recording skills	✓	
Knowledge and Skills			Pragmatic approach to problem solving	✓	
Have an understanding of IEP's or care plans and their role in assessment		✓	Ability to form and maintain appropriate relationships with children and young people	✓	
Have knowledge of work systems associated with Autistic Spectrum Conditions (e.g. TEACCH)		✓	Emotional resilience to working with challenging behaviours	✓	
Ability to control own body language and voice intonation (Team Teach)	✓		Positive attitude to the use of authority and maintaining discipline	✓	
Ability to work with potentially violent clients and when necessary physically restrain (Team Teach)	✓		Other Requirements		
Understanding of child development psychology		✓	A good record of attendance and health	✓	
Ability to implement the principals of "differential reinforcement"	✓		Adaptable and enthusiastic	✓	
Knowledge of basic computer skills	✓		Willing to work five hour shifts – potentially without a break	✓	

E = Essential D = Desirable