

ELSTON HALL LEARNING TRUST

Person Specification – Behaviour Learning Mentor

	Essential	Desirable	Tested by
Experience	<ul style="list-style-type: none"> • Practical experience of working with children with behavioural needs • Experience of identifying needs and targeting intervention • A standard of written and spoken English that supports pupils' learning 	<ul style="list-style-type: none"> • Experience of working with children with special needs • Experience of working in a primary setting • Experience of working with children one to one • Experience of attending meetings with external agencies (CP, TAC etc) 	<ul style="list-style-type: none"> • Application Form • Interview
Education and Qualifications	<ul style="list-style-type: none"> • GCSE English and Maths A – C or equivalent • Relevant childcare qualification equivalent to NVQ Level 3 	<ul style="list-style-type: none"> • Higher Level Qualification • Specific Behaviour related training • Positive Handling / Restraint Training 	<ul style="list-style-type: none"> • Application Form • Interview
Skills and Abilities	<ul style="list-style-type: none"> • Strong behaviour management experience • A commitment to promoting equal opportunities and meeting individual needs • Ability to use ICT/internet/email to support pupils' learning and to store and retrieve data • Awareness of confidentiality and GDPR principles • Ability to manage time effectively • Ability to be flexible to the needs of children • Effective communication, interpersonal and organisational skills • Willingness to take part in activities such as swimming, trips and visits 	<ul style="list-style-type: none"> • Experience in delivering first aid, medication, personal/intimate care • Have an understanding of the primary curriculum and assessment of it 	<ul style="list-style-type: none"> • Application form • Interview • References
Motivation and Personality	<ul style="list-style-type: none"> • Have a positive outlook • Ability to remain calm when in potentially stressful situations • People skills which enable you to get on with both children and adults • Willingness to take part in appropriate training and personal/professional development • Self-motivated and organised 		<ul style="list-style-type: none"> • Application form • Interview
Other Factors	<ul style="list-style-type: none"> • Eligibility to live and work in the United Kingdom 		<ul style="list-style-type: none"> • Interview

	<ul style="list-style-type: none">• Suitability to work with children• Commitment to safeguarding and equality• Willing to react flexibly to new or unexpected situations		<ul style="list-style-type: none">• Required documentation for Eligibility• DBS and Barred List checks
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