

Walmley Junior School

Person Specification

Learning Mentor with OPAL Play Coordination

Criteria	Essential	Desirable
Qualifications & Training	GCSE English and Maths (Grade C/4 or above) or equivalent	Relevant Level 3 qualification in Education, Childcare, Youth Work, Pastoral Support, Counselling or similar
	Evidence of continuing professional development	Mental Health First Aid training
	Understanding of safeguarding requirements in schools	OPAL training or equivalent play-based training
		Team Teach, MAPA or equivalent behaviour training
Experience	Experience of working with primary-aged children	Experience in a Learning Mentor, Pastoral, Family Support or Behaviour Support role
	Experience supporting pupils with social, emotional and behavioural needs	Experience leading interventions for SEMH pupils
	Experience building positive relationships with children and families	Experience working with external agencies
	Experience managing challenging behaviour positively and effectively	Experience of mentoring vulnerable pupils
	Experience working as part of a multi-disciplinary team	Experience coordinating projects or initiatives across a school
	Experience maintaining accurate records and reports	Experience using MyConcern or similar safeguarding systems
Knowledge & Understanding	Understanding of child development and barriers to learning	Understanding of trauma-informed practice
	Understanding of SEMH needs and strategies to support pupils	Understanding of attachment theory
	Understanding of safeguarding and child protection procedures	Knowledge of OPAL principles
	Understanding of restorative approaches to behaviour	Knowledge of attendance and inclusion processes
	Understanding of the importance of inclusion and equality	Understanding of Birmingham safeguarding and SEND procedures
Skills & Abilities	Ability to build positive professional relationships with pupils, families and staff	Ability to deliver staff training or coaching
	Ability to communicate effectively with a wide range of audiences	Ability to analyse behaviour and wellbeing data
	Ability to work independently and use initiative	Ability to lead whole-school initiatives

Criteria	Essential	Desirable
	Ability to organise and prioritise workload effectively	
	Ability to remain calm under pressure and manage difficult situations appropriately	
	Ability to motivate and engage pupils who may be reluctant learners	
	Ability to record information accurately and maintain confidentiality	
	Good ICT skills, including use of Microsoft Office applications	
Personal Qualities	Passionate about improving outcomes for children	Enthusiasm for outdoor learning and play
	Positive, resilient and solution-focused	Creativity in developing play opportunities
	Professional, reliable and trustworthy	
	Able to work flexibly as part of a team	
	High expectations of behaviour and conduct	
	Committed to safeguarding and promoting the welfare of children	
	Committed to the values and ethos of Walmley Junior School	
Special Requirements	Ability to work across the school day, including supporting pupils during playtimes and transitions	
	Willingness to undertake relevant training including OPAL and safeguarding updates	
	Enhanced DBS clearance and satisfactory references	

Application Assessment Key

Criteria Assessed By

A = Application Form

I = Interview

T = Task/Activity

R = References