

**Person specification**  
**Learning Mentor**  
**The Elizabethan Academy**

Category/item	Essential	Desirable	Evidence
<b>The Academy</b>			
Willing and able to contribute to and share in the vision, values and life of the school	X		AI
<b>Professional Values and Practice</b>			
High expectations of all students and commitment to providing support to assist pupils overcome barriers to learning and encourage raised educational achievement	X		AI
Demonstrates and promotes positive values, attitudes and behaviour	X		AIR
Promotes equal opportunities	X		AIR
<b>Knowledge and Understanding</b>			
5 GCSEs or equivalent with a minimum Grade 4 (C) in English	X		A
Minimum GCSE Grade 4 (C) in Maths		X	A
A Level/Degree in relevant subject/s (maths, English or science)	X		A
Experience of working with members of the public including young people in the 11-19 age range		X	AIR
Understanding and knowledge of programmes of study and ability to support the delivery of such programmes		X	AI
Awareness of pathways for progression through 14-19 age range in school, college and work-based settings		X	AI
Awareness of the requirements for Key Stage 2 and Key Stage 5 and Further/Higher education		X	AI
Experience of using ICT including word processing and basic spreadsheet operation	X		AI
Understanding of the responsibilities under the SEN Code of Practice		X	AI
Knowledge of a range of strategies to promote good behaviour and a purposeful learning environment	X		AI
Ability to differentiate to meet student needs		X	AI
Ability to use a range of monitoring and assessment strategies and use this information to improve delivery	X		AI
Ability to maintain records and monitor student progress and achievements periodically	X		AI
Ability to establish a purposeful learning environment where diversity is valued and students feel secure and confident		X	AIR

Ability to take account of different interests, experiences, achievements of boys and girls, and pupils from different cultural and ethnic groups		X	AIR
<b>Skills and Abilities</b>			
Ability to communicate, influence, persuade, motivate and engage with a wide range of children/young people, their families and/or carers	X		AIR
Knowledge and understanding of child protection, health, safety and security, confidentiality and data protection, copyright, etc	X		AI
Commitment to learn new skills and expand on current skill set and demonstrate a willingness to pass on knowledge and techniques to others	X		AI
Demonstrate good general interpersonal and communication skills	X		AI
Ability to deal with conflicting demands and work flexibly	X		AI

**A: Application Form   I: Interview   R: References**