

Person Specification

Job Title	Grade	School	Location
Learning Mentor	3B (25 – 28) TA3	Bridgewater Primary School	Bridgewater Street, Little Hulton

Note to applicants

Whilst all criterions below are important, those under the ESSENTIAL heading are the key requirements. You should pay particular attention to these areas and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

Essential Criteria	Qualifications and Training	M.O.A.
1.	NVQ Level 3 Teaching Assistant QLS or equivalent	A/ C
2.	GCSE grade 4 (C) or equivalent in English and Maths	A/ C
3.	Commitment to further develop professional understanding and self-drive to improve own practice	A/ C / I

Essential Criteria	Knowledge and understanding relevant to the job	M.O.A.
4.	Experience of working with children across the primary age range	A / I
5.	Experience of working with vulnerable children with a range of complex difficulties	A / I
6.	Understanding of behaviour management strategies and experience of successfully de-escalating pupils who present with challenging behaviour	A / I
7.	Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation	A / I
8.	Competent at using technology to improve outcomes for pupils and ability to use own creativity to utilise the benefits of new technologies	A / I
9.	Good understanding of the 21st century learning context and the use of new technologies	A / I
10.	Working knowledge of national curriculum and other relevant learning programmes	A / I
11.	Understanding of principles of child development and learning processes and in particular, barriers to learning	A / I
12.	Ability to plan effective actions for pupils at risk of underachieving	A / I
13.	Full understanding of the range of support services/providers available to families and children	A / I / E
14.	Ability to self-evaluate learning needs and actively seek learning opportunities	A / I
15.	Ability to relate well to children and adults and understand the importance of good home/school relationships	A / I
16.	Work constructively as part of a team, understanding classroom roles and responsibilities and your own	A / I

	position within these	
17.	Ability and/or experience of or willingness to investigate and deliver programmes relating to the emotional development and well-being of children.	A / I
Essential Criteria	Experience safeguarding and child protection	M.O.A.
17.	Displays commitment to the protection and safeguarding of children and young people	A / I
18.	Demonstrates an effective understanding of safeguarding issues and the ability to follow procedures	A / I
19.	Effective and knowledgeable understanding of relevant legislation and government strategies to keep children safe in education	A / I
20.	Effective and knowledgeable understanding of the principles and concepts underlying the Children Act 1989 and other key educational legislation	A / I

Method of Assessment – A = Application. C = Certificate. E = Exercise. I = Interview. P = Presentation. T = Test.