Person Specification: Mentor - PRU

Essential	Desirable	Assess by
Professional Record and Qualifications		
• Evidence of formal professional learning which has some relevance to the PRU setting • Experience of working with children / young people • Knowledge and understanding of effective techniques/strategies/intervention in terms of interaction / communication / negotiation with service users • Comprehensive • Knowledge and understanding of effective techniques/strategies/intervention in terms of supporting learning • Understanding of inclusive practice to support learning • Knowledge and understanding of factors that may drive anxious and agitated behaviours • Knowledge and understanding of factors that may impede learning	• Degree in subject with relevance to the PRU setting • Qualification in/experience of working with children with SEND / SEMH / SpLD • Good working knowledge of systems for supporting pupils with SEND / SEMH / SpLD • Understanding of educational assessment and profiling • Educational Visits training • Good ICT knowledge/qualifications • Training in mediation, de-escalation and conflict resolution skills	a, i, r
Experience		
• Work experience that involve interaction with colleagues, service users, clients etc. • Experience working in a setting that includes students with Social, Emotional and Mental Health Needs • Experience working in a setting that includes disaffected, disengaged and challenging pupils • Experience of working in a nurturing, pastoral, caring role • Experience in working to support plans, particular to individuals and situations • Experience of using ICT to support reporting and communication • Experience of delivering a 1-to-1 support session with a specific aim • Experience of contributing to meetings	• Experience of acting as mentor to students with Social, Emotional and Mental Health Needs • Experience of working within a specialist educational unit • Experience of working within a nurture group or planning and delivering SEAL based content • Experience of working with social-emotional assessments • Experience of using emerging technology – particularly Interactive • Experience/contribution to extra-curricular Experience of planning, co-ordinating, supervising educational visits	a, i, r
Skills and competencies		
• Excellent communication and relationship-building skills • Ability to write reports for a range of purposes and audiences • Ability to enthuse, motivate, engage, influence pupils, staff and parents • Ability to build rapport, relationships and trust • Ability to use commonplace ICT software such as Word, Email, Online Calendar, Excel, SIMS • Ability to manage a range of behaviour within the classroom	• Extraordinary skills and interests that may contribute to mentoring or extra-curricular initiatives • Prudent financial planning in terms of dept. / everyday resources	a, i, r, p
Physical, mental and emotional demands		
• The role involves contact with, or work for, pupils which through their	• Restraint/physical intervention training	a, i, r

circumstances or behaviour regularly place emotional demands on the job holder – calmness under pressure is absolutely essential • Resilience to cope with intense periods of concentrated mental attention, potentially stressful situations, interruptions and conflict • Excellent communication skills in terms of passing info on to colleagues and listening to colleague concerns, observations etc. • Willingness and ability to use Team Teach physical interventions where necessary to prevent injury to pupils/others or significant damage to property		
Other		
• Reliability and punctuality • Willingness to participate in CPD • Willingness to undertake regular restraint training • High expectations of self and others • Willingness to take on advice, participate in coaching • Willingness to participate in occasional transport of students	• Willingness to drive school minibus • Minibus license	a, l, r

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits