

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