



**LEARNING MENTOR
CRITERIA FOR SELECTION**

Criteria for Selection	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> ● GCSE English and Maths at Grade 4/C or equivalent ● Good literacy, numeracy and IT skills 	<ul style="list-style-type: none"> ● Level 3 qualification or higher ● Relevant qualification in education, youth work, mentoring or SEND
Relevant Experience	<ul style="list-style-type: none"> ● Experience working with children or young people ● Experience supporting students with additional needs or behaviour needs ● Experience building positive professional relationships with students 	<ul style="list-style-type: none"> ● Experience in a special school or alternative provision ● Experience delivering interventions or mentoring support ● Experience working with families or external agencies
Skills and Abilities	<ul style="list-style-type: none"> ● Calm and professional approach ● Good communication and teamwork skills Ability to motivate and support students Ability to manage challenging situations appropriately Ability to follow school systems and procedures ● Good organisation and record keeping 	<ul style="list-style-type: none"> ● Ability to lead small group interventions ● Confidence supporting trips and unstructured times
General and Specific Knowledge	<ul style="list-style-type: none"> ● Understanding of safeguarding and professional boundaries ● Awareness of SEND and barriers to learning Awareness of behaviour support strategies 	<ul style="list-style-type: none"> ● Knowledge of MLD, autism or SEMH needs ● Awareness of trauma-informed practice ● Knowledge of systems such as CPOMS or Arbor
Safeguarding	<ul style="list-style-type: none"> ● Commitment to safeguarding and promoting welfare ● Willingness to undertake safeguarding training ● Commitment to equality, inclusion and confidentiality 	<ul style="list-style-type: none"> ● Previous safeguarding training or school-based safeguarding experience

