

	Person Specification	
Job Title	Learning Mentor	
Qualifications		✓
Essential		
Level 2 (e.g. GCSEs, functional skills, NVQ or BTEC) in any subject		
Desirable		
Maths and English Functional Skills and ICT Skills at an appropriate level [1/2] for the service		A/C
Level 3 qualification in Learning Support or Health and Social Care or equivalent [or willingness to work towards]		A
Level 3 in Non-Abusive Psychological and Physical Intervention (NAPPI™) [or willingness to work towards]		A
Key skills		
Essential		
Excellent communication skills, with the ability to engage effectively with learners, parents/carers and multidisciplinary staff teams		I
Strong organisational skills		A/I
Ability to maintain professional boundaries		A/I
Experience		
Desirable		
Successful experience working with learners with complex behavioural needs, particularly those with a high frequency and severity of behaviours		A/I
Experience of contributing to multidisciplinary meetings		A/I
Experience of delivering personal care and medication		A/I
Knowledge		
Desirable		
Safeguarding practice in a SEND environment.		A/I
Understanding of Positive Behaviour Support (PBS) strategies and their application		A/I
Familiarity with sensory integration techniques		A/I
Other personal requirements		
Essential		
Empathy, patience, and resilience in working with people		A/C
Level of personal fitness to meet the physical requirements of the role		A/C
Willingness to undertake continuous professional development		A/I
Flexibility to work at different Portland locations if required		A/I
Willing to deliver personal care		A/I
Desirable		
Current Driving Licence		A

How we intend to assess your match with our person specification

A Application Form C Assessment Centre

I Interview