

	Person Specification	
Job Title	Learning Mentor	
Qualifications		✓
Essential		
<ul style="list-style-type: none"> Level 2 (e.g. GCSEs, functional skills, NVQ or BTEC) in any subject 		
Desirable		
<ul style="list-style-type: none"> Maths and English Functional Skills and ICT Skills at an appropriate level [1/2] for the service 		A/C
<ul style="list-style-type: none"> Level 3 qualification in Learning Support or Health and Social Care or equivalent [or willingness to work towards] 		A
<ul style="list-style-type: none"> Level 3 in Non-Abusive Psychological and Physical Intervention (NAPPI™) [or willingness to work towards] 		A
Key skills		
Essential		
<ul style="list-style-type: none"> Excellent communication skills, with the ability to engage effectively with learners, parents/carers and multidisciplinary staff teams 		I
<ul style="list-style-type: none"> Strong organisational skills 		A/I
<ul style="list-style-type: none"> Ability to maintain professional boundaries 		A/I
Experience		
Desirable		
<ul style="list-style-type: none"> Successful experience working with learners with complex behavioural needs, particularly those with a high frequency and severity of behaviours 		A/I
<ul style="list-style-type: none"> Experience of contributing to multidisciplinary meetings 		A/I
<ul style="list-style-type: none"> Experience of delivering personal care and medication 		A/I
Knowledge		
Desirable		
<ul style="list-style-type: none"> Safeguarding practice in a SEND environment. 		A/I
<ul style="list-style-type: none"> Understanding of Positive Behaviour Support (PBS) strategies and their application 		A/I
<ul style="list-style-type: none"> Familiarity with sensory integration techniques 		A/I
Other personal requirements		
Essential		
<ul style="list-style-type: none"> Empathy, patience, and resilience in working with people 		A/C
<ul style="list-style-type: none"> Level of personal fitness to meet the physical requirements of the role 		A/C
<ul style="list-style-type: none"> Willingness to undertake continuous professional development 		A/I
<ul style="list-style-type: none"> Flexibility to work at different Portland locations if required 		A/I
<ul style="list-style-type: none"> Willing to deliver personal care 		A/I
Desirable		
<ul style="list-style-type: none"> Current Driving Licence 		A

How we intend to assess your match with our person specification

A Application Form C Assessment Centre

I Interview