



St Mary's C of E (Aided) Primary School, Pulborough

Learning Mentor/ELSA Teaching assistant – Person Specification

‘A Christ-centred school with a child-centred curriculum’

CRITERIA	QUALITIES
Qualifications and training	• GCSE or equivalent level, including at least a Grade C in English and Maths
Experience	• Working with children of the relevant age and managing situations relating to challenging behaviour • Assessing pupils’ needs and barriers to learning • Delivering programmes with pupils with challenging behaviour, including one-to-one, small group and whole-class activities • Working closely with families/carers • Working collaboratively with outside agencies and participating in meetings where relevant
Skills and knowledge	• Strong listening skills and proven ability to deal with sensitive situations with integrity • Proven ability to communicate effectively with adults and children, including through written and verbal communication • Proven ability to create good relationships with pupils, staff and parents • A well-developed understanding of strategies to manage and support young people with challenging behaviour in a school environment • Proven ability to tailor interventions to individual pupils • Excellent understanding of safeguarding policies and procedures and their role in child protection • Proven ability to be flexible to changing workload demands and new challenges • Ability to use IT systems • ELSA Training undertaken or in progress • Learning Mentor training undertaken or in progress
Personal qualities	• Willingness to provide the best possible opportunities for all pupils • Ability to relate to young people and act as a positive role model • Well-developed sense of empathy • Organised, proactive and self-motivated • Good time management skills • Commitment to upholding and promoting the ethos and values of the school • Ability to work collaboratively • Ability to work well under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding, equality, diversity and inclusion