



## LEARNING MENTOR

SCHOOL OF SCIENCE AND TECHNOLOGY MAIDSTONE

## 1. INTRODUCTION

### 1.1. OUR TRUST

Our Academy consists of an exceptional cluster of primary and secondary schools at the heart of our local community, based in the Maidstone and Malling area of Kent. The Trust was legally established as a Multi Academy Trust on 10 March, 2011.

VIAT believes in benefits of cross phase education, whereby all pupils, regardless of background, have a broad curriculum by specialist teachers across all ages; thereby enabling children to master the knowledge and skills they need to achieve their full educational and personal potential.

Our team work tirelessly to ensure that every child can be the best they can be along with providing an innovative and interactive curriculum based on the arts and academia; we aim to be at the forefront of developing new approaches to learning, embedding the 'mastery' approach to teaching and learning; securing the very best outcomes for pupils. Our children only get one chance in their education and it is our responsibility to provide the very best for them.

All our schools have a strong, inclusive and cohesive ethos reflecting on the schools' world class vision; staff and pupils are inspired to embed the values of respect and resilience, while developing personal character through additional wider curriculum activities and opportunities which motivate them, enable them to grow in confidence and cultivate thinking skills and creative potential beyond typical expectations.

This secure foundation ensures an ethic of aspiration, a broader commitment to, and proactive engagement in, wider society; enabling our pupils to be fully ready – academically and personally – for their transition from primary into secondary school and a life-time of influence beyond.

### 1.2. OUR VISION

#### **The Trust Vision is to:**

- Aspire to be an exceptional cluster of primary and secondary schools at the heart of our local community.
- Achieve our vision by bringing together a family of local schools - each with their own context, ethos, strengths and areas for development - to work together to enable every single child, and every member of our team, to be the very best they can be.

#### **The Goals of the Trust are to have individuals who:**

- Are lifelong learners of character.
- Are creative thinkers and innovators.
- Are collaborative and independent problem solvers.
- Are responsible and active role models/citizens.
- Have a global outlook.

### 1.3. OUR ETHOS

At Valley Invicta Academies Trust, we put the children we teach at the very centre of all we do. We are deeply aware that children only get one chance at their education. Our staff, equally, are at the heart of our schools. Parents/carers and governors are proactively involved in school life and the local, national and international community are an integral aspect of student and staff engagement.

Teamwork lies at our core: our entire community – students, staff, and parents work together and recognise the roles they play and the strengths they bring. Everyone has their voice heard; everyone is nurtured and cared for.

We are ambitious and work hard to help enable excellence for all.

### 1.4. OUR VALUES

- Integrity;
- Collaboration;
- Excellence.

## 2. PERSON SPECIFICATION

AREA	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>To be willing and able to work towards gaining any relevant qualifications, attending training and to take responsibility for your own development.</li> <li>Good standard of education (5xGCSE with a Grade C/4 or above in English and Maths)</li> </ul>	<ul style="list-style-type: none"> <li>Learning Support qualification</li> <li>Education to A Level</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of supporting learners in a Secondary School setting</li> <li>Experience of working collaboratively as part of a team.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of supporting students with physical disabilities</li> <li>Experience of working with a range of support strategies to enable students with SEN to engage successfully in the curriculum</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>An understanding of approaches to support students with SEN</li> <li>An understanding of the different areas of SEN.</li> </ul>	<ul style="list-style-type: none"> <li>Specific knowledge about areas of SEN, including strategies to support differing needs</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Be able to adapt your communication style and be able to develop skills to suit the needs of the students that you are working with.</li> <li>Be able to work with others to identify and address individual barriers to students</li> <li>Excellent verbal and written communication skills</li> <li>Time management skills</li> <li>Be able and willing to support students to participate in a range of physical therapy programmes.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of sharing knowledge of SEN to others.</li> </ul>
<b>Attributes</b>	<ul style="list-style-type: none"> <li>Be able and willing to provide physical support to students (eg to assist in safely lifting and moving students as needed).</li> <li>Able to work supportively as a team member and able to take own initiative when working independently.</li> <li>A positive approach to self-improvement</li> </ul>	

4. JOB DESCRIPTION	
<b>Job Title</b>	Learning Mentor
<b>Grade</b>	VIAT 5
<b>School / Department</b>	SST Maidstone
<b>Base</b>	SST Maidstone
<b>Hours</b>	37 per week, Term Time Only
<b>Reports to</b>	SENCO
<b>Accountable to</b>	Head of School

## 2.1. JOB SUMMARY

To mentor pupils on an individual or group basis and support them in addressing barriers to learning, raise aspirations and achieve their full potential. The post holder will provide one to one support and group work sessions to support cognitive and social development.

## 2.2. KEY WORKING RELATIONSHIP

- Headteacher;
- Head of Year;
- Teachers and Students;
- Safeguarding and health and safety leads.

## 2.3. KEY RESULTS AREAS

### Areas

- To identify any barriers to achievement and/or learning for students with SEND
- To recommend and implement interventions and strategies for SEND students.
- To liaise with internal and external agencies in order to devise and implement strategies to overcome barriers to learning.
- To work alongside the relevant Head of Year and Pastoral Team in developing support packages for students.
- Monitor the attendance and punctuality of identified SEND students.
- Develop a mentoring relationship with students
- Develop and deliver personalised learning support as needed in the curriculum to support individuals and small groups.
- Attend lessons with students to support them in the classroom.
- To support the induction of new entrants with SEND to the school.
- Assist students with their classwork, homework and other skills
- To assist with the administration as required.

### **Safeguarding**

- VIAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

### **Equality and diversity**

- The Trust is committed to valuing diversity in employment, service delivery practices and its general environment. An expectation of all leadership posts within the Trust is that each individual will take responsibility for promoting inclusive and accessible service provision, staff development and a culture that values and respects difference.

## **2.4. STATEMENT**

The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job, and, in addition, as a term of your employment you may be required to undertake various other duties as may reasonably be required.

Your duties will be set out in the above job description, but please note that Valley Invicta Academies Trust maintains the right to update your job description from time to time, to reflect changes in or to your job. You will be consulted about any proposed changes.

<b>Signed</b>		<b>Date</b>	
---------------	--	-------------	--