



St Francis Catholic Primary School

Queen's Rd, Maidstone, Kent, ME16 0LB
Email: generalenquiries@stfranciscatholicprimary.com

Tel: 01622 771540 Headteacher: Mrs V Ebdon

Learning Mentor - Person specification

Essential Criteria

Area

Knowledge and Experience

Criteria

Significant, recent experience providing bespoke, responsive mentoring and pastoral support to children with complex emotional and learning needs

Proven working knowledge of emotional regulation strategies, sensory needs and relational approaches (e.g. Nurture and Trauma Informed Practices)

Experience in planning, delivering and monitoring target interventions and activities aligned with pupil plans (e.g. EHCPs)

Knowledge and experience of the APDR cycle (Assess, Plan, Do, Review) and its application to pupil progress.

Skills and Abilities

Exceptional ability to respond calmly and adaptively to pupils during dysregulated periods and conflict.

Excellent interpersonal and communication skills for liaising with staff, SENCo, SLT and external professionals.

Ability to effectively facilitate restorative conversations and complete related documentation

Strong ability to accurately assess, record and report on pupil progress and attainment demonstrating accurate and effective record keeping and feedback

Ability to assist with pupils' basic personal needs (e.g. feeding, dressing) and a willingness to provide intimate care following school policy.

Ability to work effectively and efficiently as part of a team.

Ability to respond flexibly to children and situations to enhance

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opportunities for learning through 'learning in the moment' approach.

Personal Qualities

Demonstrates capacity to build trusting, consistent relationships to foster self-esteem and resilience.

Demonstrate patience, flexibility and an innovative approach to supporting pupils.

Commitment to establishing positive relationships following Nurture and Trauma Informed Principled and supporting escalated children using these principles.

Strong ability to be an Emotionally Available Adult and support children's mental health and self-regulation.

Desirable Criteria

Area

Criteria

Experience and Training

Experience in supporting pupils through transitions (e.g. key stage changes, reintegration)

Training or practical experience in delivering specific social skills or emotional literacy programmes

Experience in developing and implementing home-school communication strategies.

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