



FINHAM PARK MULTI ACADEMY TRUST

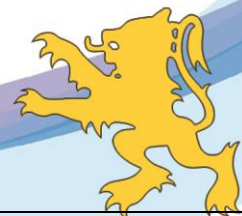
Base School: Finham Park School

**Post: Senior Learning Mentor
and Autism Champion**

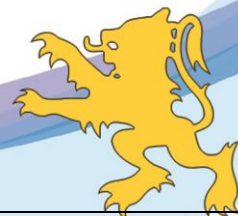
Salary Level: Grade 5

Person Specification

Area	Description
Knowledge:	Understand the education system
	Understand the values of team work and the overall strategy of the department, for the benefit of young people.
	A good understanding of the common barriers to learning and achievement experienced by students with SEMH/communication difficulties, other SEND, those from disadvantaged backgrounds/LAC/PLAC students.
	A proven understanding of the needs and characteristics of children and young people with a diagnosis of Autism and or complex communication difficulties and the difficulties they are likely to face in school.
	A proven understanding of how to plan, deliver and evaluate interventions to support students with SEMH difficulties, for example, Anxiety, Anger Management, Protective Behaviours.
	A proven understanding of strategies and resources that will support children and young people with Autism and or complex communication difficulties
	A proven understanding of the role adults play in supporting children and young people with Autism and or complex communication difficulties
	An understanding of equal opportunity issues and an awareness of what this involves, e.g. being able to communicate with people from minority groups, people with disabilities.
	A broad knowledge of child development
	An understanding of the challenges experienced by parents of young people with SEND
	Working knowledge of relevant policies/codes of practice and awareness of relevant legislation
	Working knowledge of national curriculum and other relevant learning programmes
	An understanding of school safeguarding procedures
Skills and Abilities:	Skilled in developing and maintaining good relationships with children, young people and adults
	Ability to relate to young people, within different age groups about attendance and behaviour issues
	To communicate clearly in speech and writing.
	To have good organisational skills.



	To be able to plan for the needs of a individuals and groups of children and young people with a range of SEND.
	To be confident to work independently to model strategies and give advice to support children and young people with Autism and or complex communication difficulties
	To be able to manage time effectively
	To be able to act independently, work under own initiative and accept authority and supervision when appropriate
	To be confident in delivering training packages
	To be able to deal with situations calmly and efficiently.
	To be able to keep accurate records
	To be able to work under pressure and be able to plan and prioritise own workload and be able to manage conflicting demands
	To be IT proficient
	To work as a member of a team
	To be confident to lead meeting with parents and other professionals
	Ability to engage constructively with, and relate to, a wide range of young people and parents/carers
	Ability to quickly establish positive working relationships with students, staff, parents and a wide range of people from within and outside the school
	Ability to handle difficult situations with sensitivity, confidentiality and discretion at all times, combined with a calm personality, a practical approach and sound judgement
	Ability to be a good role model to young people and to demonstrate and promote positive values, attitudes and behaviour
	Ability to maintain a non-confrontational approach
Experience:	Experience of delivering a range of interventions to improve student outcomes
	Experience of working with young people with Autism, complex communication needs and other SEND.
	Proven experience of working successfully with disaffected students, including those with challenging behaviour
	At Least 2 years' experience of working with young people as a Learning Mentor or other youth / social work Background
	Experience of delivering training
	Experience of working with families
Educational:	NVQ 3 or equivalent in a relevant field and the equivalent to GCSE Maths and English Grade A-C.
	NVQ3 in a relevant area, e.g Autism, Learning Mentor/HLTA or equivalent qualification or experience.



Special Requirements:	<p>This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS).</p> <p>How the job requirements will be assessed:</p> <ul style="list-style-type: none">• Application form• Interview• References
------------------------------	---