



Sauncey Wood Primary School- Learning Mentor

As a learning mentor, you'll support, motivate and guide pupils, to help them overcome barriers that are preventing them from achieving their full potential. You'll work closely with teachers and other staff to identify the needs of learners who require help and plan how to support them.

Barriers to learning can include:

- abuse
- challenging behaviour
- emotional issues
- lack of confidence
- mental ill health
- persistent absence
- punctuality

You might work with children or young people on a one-to-one basis or in small or large groups. Priority is given to pupils who need the most help, especially those experiencing multiple disadvantages.

Responsibilities

As a learning mentor you'll typically need to:

- liaise with staff to identify learners who would benefit from mentoring
- discuss and help decide how identified needs will be addressed
- implement strategies and support learners in self-esteem and confidence-building activities
- support learners who need further help in their learning, either on a one-to-one basis outside the classroom or within lessons
- listen to learners and help them resolve a range of issues that are creating barriers to their learning
- draw up agreed action plans with learners, outlining the aims of the mentoring, and monitor their progress
- monitor attendance and punctuality of learners
- inspire and motivate learners and help to promote positive behaviour
- Work with parents in partnership
- provide group activities such as sensory circuits and movement breaks
- attend pupil progress meetings
- manage your own professional development through undertaking relevant training and sharing best practice

Working hours

Working hours are 27.5, Monday to Friday, during term time. You may need to work occasional evenings to support extracurricular activities, attend staff meetings or training.

Skills

You'll need to have:

- excellent communication and listening skills
- the ability to empathise with and motivate learners
- skills in persuading, negotiation and influencing
- determination to see problems and solutions through to the end
- a non-judgemental approach
- organisation and time management skills
- the ability to relate to young people in order to build trust so that they can achieve their full potential
- the ability to analyse problems and devise solutions
- the skills to work collaboratively as part of a team as you'll be working closely with other teaching staff and also external agencies
- flexibility and adaptability, as well as the ability to work well under pressure
- report writing skills and the ability to maintain accurate records
- good general IT skills
- a commitment to equality and diversity
- an understanding of confidentiality and the handling of sensitive information
- knowledge of, and a commitment to, safeguarding in schools.

Professional development

Training is usually on the job from colleagues and senior staff. In the first year of employment.

As a newly appointed learning mentor, you'll undertake an induction programme, which aims to ensure all support staff are able to carry out their responsibilities competently and with confidence. It should help you to provide dependable support to learners while upholding school policies.

Internal and external training may be available in particular areas relevant to the needs of the school, for example:

- addressing cross-cultural issues
- how to work on managing behaviour with learners
- supporting learners with special educational needs
- working with parents
- integrating your role in the school
- networking
- teambuilding

If you would like further information, or an informal chat, please do get in touch.