



INFORMATION PACK:

Behaviour Mentor



Job Description: Behaviour Mentor

Job Description			
Role:	Behaviour Mentor	Direct Reports:	None
Scale:	Grade G, Point 10-12	Hours:	35 hours per week 39 weeks per year

General Responsibilities

To deliver targeted interventions, build strong relationships and provide consistent guidance to help students develop positive behaviours, resilience and confidence.

Specific Responsibilities

- To understand and be fully committed to the responsibilities in relation to child protection and safeguarding young people;
- Demonstrate a strong commitment to safeguarding and child protection, ensuring the welfare of all students is prioritised at all times;
- Deliver targeted interventions and personalised support for individual students and small groups, particularly those with identified Social, Emotional and Mental Health (SEMH) needs and Communication and Interaction needs;
- Monitor, observe and assess students' progress, both within the classroom and during less structured times (e.g. break and lunch), adapting support strategies where necessary;
- Work collaboratively with teaching staff, the SEND team and external professionals to promote inclusive practice and improve outcomes for students;
- Build positive relationships with families and carers, maintaining effective communication to support student progress and wellbeing;
- Maintain accurate and up-to-date records of interventions, evaluating impact and reporting outcomes to the SEND Provision Lead;
- Contribute to statutory processes, including Annual Reviews and Early Help assessments, by providing relevant information and attending meetings as required;
- Undertake training and responsibilities associated with the role of Safeguarding Officer, where appropriate;
- Engage in ongoing professional development and attend relevant training to effectively fulfil the role;
- Support the pastoral team duty rota before school, break, lunchtime and at the end of the day;
- Carry out any additional duties commensurate with the role, as directed by the Principal.



Person Specification: Behaviour Mentor

SELECTION CRITERIA (no priority order)	Essential	Desirable	METHOD OF ASSESSMENT
Education			
Good levels of literacy and numeracy	X		Application
Working with Children and Young People			
Ability to form and maintain appropriate relationships and personal boundaries with children and young people	X		Interview
Commitment to, and belief in, the equal value of all students	X		Application / interview
Knowledge and experience of the requirements of safeguarding within schools, including Child Protection	X		Application / interview
Knowledge and Experience			
Experience of working with secondary school aged students	X		Application
Experience of working with SEND students, particularly those experiencing SEMH issues	X		Application
Skills			
Excellent communication skills	X		Interview
Ability to deregulate students	X		Application / interview
Personal Qualities			
Able to work as part of a team	X		Application / interview
Efficient and organised	X		Application / interview
Calm and adaptable	X		Application / interview
Additional Requirements			
Willing to contribute to the wider aspects of school life		X	Application / interview