



BEARBROOK COMBINED SCHOOL AND PRE-SCHOOL

Empowerment • Nurture • Integrity • Respect • Trust

Job Description

Job Title: Behaviour Learning Mentor (x2 posts)

Responsible to: SENDCos

Hours: Term-time (38 weeks) | 8.30am – 3pm (30 mins for lunch)

Salary: Bucks Pay Scale 1-2 (£23,996 - £27,770 FTE)

Core Purpose

- To provide consistent, nurturing support for children with social, emotional, and behavioural needs. Working as part of a two-person team, you will help create a safe, structured and emotionally secure provision where pupils can regulate their emotions, develop positive relationships, and re-engage successfully with learning. You will play a key role in developing both the Nurture Room and outdoor regulation spaces, using creative, nature-based, and relational approaches to foster wellbeing and readiness to learn. Provide on-call emotional support for children who are struggling to regulate their emotions, ensuring they receive timely, calm and consistent help.

Key Responsibilities

1. Direct Support for Pupils

- In conjunction with existing ELSA provision, plan and deliver 1:1 and small-group sessions to develop emotional literacy, resilience, and self-regulation skills that help support children in identifying and communicating feelings, develop social understanding and build coping strategies.
- Apply and evidence an 'assess, plan, do, review cycle'.
- Deliver 1:1 and small-group sessions to develop emotional literacy, resilience, and self-regulation skills.
- Provide on-call support throughout the school day for pupils in crisis or emotional distress, ensuring a calm, safe and consistent response that helps them to regulate and return to learning.
- Support children in identifying and communicating feelings, developing social understanding and coping strategies.
- Facilitate restorative conversations and reintegration following incidents or absence.
- Promote outdoor learning and nature-based activities to support emotional regulation and connection.

2. Developing the Nurture Provision

- Work collaboratively with the other Behaviour Learning Mentor to design, equip, and maintain the designated nurture area.
- Establish consistent daily routines and expectations that promote trust and predictability.
- Create engaging displays and resources that celebrate emotional growth, kindness, and inclusion.

3. Supporting Staff and Whole-School Behaviour Practice

- Support teachers and TAs in applying consistent behaviour and emotional regulation strategies.
- Model positive, calm, and emotionally attuned behaviour at all times.
- Share good practice and resources to help build a trauma-informed, nurturing culture across the school.
- Participate in regular SEMH/Team-around-the-child meetings that co-formulate and plan around the most vulnerable children.



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4. Family and Multi-Agency Work

- Build strong relationships with parents and carers, offering advice and guidance around behaviour and emotional regulation at home.
- Working alongside SENCOs and wider SEHM team, liaise with DSLs, Family Support Worker and other staff to ensure and maintain a co-ordinated/systematic approach to issues that may arise and that may require other agency referral.

5. Monitoring, Evaluation and Professional Development

- Keep clear and accurate records of interventions, outcomes, and progress.
- Contribute to reviews, pupil profiles, and assessments of SEMH need.
- Engage in regular supervision and professional development.

6. Safeguarding and School Ethos

- Adhere to school safeguarding policies and procedures, reporting concerns promptly.
- Promote the school's values and commitment to inclusion and wellbeing.
- Contribute to the development of a whole-school culture that understands emotional safety as the foundation for learning.