



BEARBROOK COMBINED SCHOOL AND PRE-SCHOOL

Empowerment • Nurture • Integrity • Respect • Trust

Person Specification

Criteria	Essential	Desirable
Qualifications & Training	GCSE English and Maths (or equivalent)	Level 3 qualification in Education, Youth Work, Counselling, or equivalent; Training in The Nurture Programme, Thrive, Forest School or other therapeutic/SEMH approaches
Experience	Experience supporting children with social, emotional, or behavioural needs	Experience working in a nurture, SEMH, or pastoral setting; experience establishing new provisions or behaviour support areas
Knowledge & Understanding	Understanding of how emotional regulation impacts learning and behaviour; ability to use consistent, relational approaches	Knowledge of trauma-informed practice, attachment theory, and restorative approaches
Skills	Able to build positive, trusting relationships; calm and resilient under pressure; excellent communication and teamwork skills	Creative use of outdoor and sensory experiences to promote emotional wellbeing
Personal Qualities	Nurturing, empathetic and reflective; committed to inclusion and safeguarding; proactive and collaborative	Enthusiastic about shaping new initiatives and developing practice through training
Safeguarding	Clear understanding of safeguarding principles and procedures	Experience working with safeguarding or family support professionals

Summary

These two new roles will create a **safe, consistent and nurturing environment** within Bearbrook where children can **feel secure, regulate their emotions, and access learning successfully**. By combining indoor and outdoor approaches, including forest school principles, and working as a collaborative team, the Behaviour Learning Mentors will be central to building a culture of wellbeing, resilience, and inclusion across the school.