

## **Behaviour Mentor**

**Job Category:** Educational Support Staff  
**Salary:** Scale 5  
**Hours:** 37 hours a week, 39 weeks  
**Reports to:** Assistant Headteacher

### **Purpose of the Role**

The Behaviour Mentor works in partnership with the Behaviour and Pastoral Lead, teaching staff, and safeguarding team to support pupils who require additional behavioural, emotional, or social support to access learning and thrive in the school environment.

The role involves dealing with behaviour incidents as they arise, delivering targeted 1:1 and small-group interventions, supporting pupils with self-regulation and positive behaviour choices, and contributing to a calm, consistent, and inclusive school culture. The postholder will liaise with parents/carers and external professionals and play an active role in pastoral and safeguarding processes.

### **Key Duties and Responsibilities**

#### **Behaviour Support and Intervention**

- Respond to emergency call-outs from staff regarding dysregulated students, removing students from classrooms when necessary
- Deliver targeted 1:1 and small-group mentoring for pupils with behavioural, emotional, or social needs.
- Support pupils to understand and take responsibility for their behaviour and develop effective self-regulation strategies.
- Lead and implement pastoral and behaviour interventions for identified pupils.
- Manage a caseload of pupils requiring behaviour, emotional, and social support.
- Implement individual action plans to improve attendance, punctuality, and behaviour for learning.
- Use restorative, supportive approaches to repair relationships and promote positive behaviour.

#### **In-Class and Pastoral Support**

- Work alongside teaching staff to support pupils' engagement and focus in lessons.
- Support the implementation, monitoring, and review of Individual Behaviour Plans, Pastoral Support Plans, or Behaviour Contracts
- Reinforce classroom routines, boundaries, and expectations in line with the school's behaviour policy.
- Act as a visible presence across the school, modelling expected behaviour and effective behaviour management strategies.
- Support pupil transitions and unstructured times (e.g. break, lunch, start and end of the day).
- Assist staff in promoting positive behaviour strategies and supporting students within the mainstream classroom to remain engaged.

## **Collaboration and Communication**

- Provide timely support, information, and advice to staff regarding key pupils.
- Demonstrate the ability and confidence to offer informed advice and make recommendations to staff on relational and restorative behaviour support strategies.
- Develop and maintain effective working relationships with parents and carers.
- Liaise with external agencies and professionals where appropriate to support pupils.
- Attend and contribute to relevant meetings with staff, families, and external partners.

## **Safeguarding and Pupil Welfare**

- Work alongside the Designated Safeguarding Lead to ensure appropriate pastoral and safeguarding interventions are in place.
- Identify concerns relating to pupil wellbeing and report in line with safeguarding procedures.
- Build positive, trusting relationships with pupils while maintaining clear professional boundaries.

## **Monitoring, Recording, and Reporting**

- Maintain accurate, confidential records of interventions, mentoring sessions, and pupil progress.
- Contribute to behaviour monitoring, evaluation, and review processes.
- Provide clear feedback to pastoral leaders, teaching staff, and senior leaders on pupil progress and emerging concerns.

## **General Responsibilities**

- Engage fully with the Trust's performance management and professional development processes.
- Demonstrate the core values of the school and Trust at all times.
- Attend staff meetings, training, and Trust-based INSET as required.
- Contribute positively to opportunities for pupils beyond the school day where appropriate.
- Work flexibly, independently, and collaboratively as part of a team.
- Adhere to the Trust's Equal Opportunities, Health & Safety, and Safeguarding policies and procedures.
- Maintain strict confidentiality in relation to all pupil, staff, and Trust information, in accordance with GDPR requirements.