

ELSTON HALL LEARNING TRUST

Job Title:	Behaviour Learning Mentor
Pay Range:	Trust Grade 4
Responsible for:	Behaviour Support
Responsible to:	Headteacher / Behaviour & Emotional Leader

Overall purpose of the role

The Behaviour Learning Mentor will provide a complementary service to teachers and other staff, addressing the needs of children who require assistance in overcoming barriers to learning in order to achieve their full potential, or in accessing the curriculum. The Behaviour Support Learning Mentor will work with a range of pupils, but give priority to those who need the most help, especially those experiencing multiple disadvantages including:

- Challenging behaviour
- Children with a statement of special educational needs
- Children with special or medical needs

Specific responsibilities

- To support children with challenging behaviours that can have significant impact upon their attainment/peers.
- To support the management of pupil behaviour in line with school behaviour and emotional guidelines.
- Maintain effective records and contribute to monitoring procedures.
- To provide time out for students who need time to regulate themselves before supporting them back into the classroom.
- Provide support for students in a flexible manner.
- To hold an understanding of Trust and school curriculum guidelines in order to support appropriate learning.
- Help students to manage and resolve conflict by using and teaching them a variety of strategies.
- Help with the reintegration of students after exclusions and suspensions.
- To provide support to students when they are in internal exclusion.
- To give one to one support to students both in and out of the classroom to support with their behaviours.
- To have a good understanding of additional needs.
- Break down barriers to communication and managing behaviours.
- Bring forward ideas and strategies in order to influence positive behaviour

- To support school policies in the care and welfare of children, sharing information with class teacher and other professionals e.g., School Nurse, on the basis of need to know.

General

- Contribute to the aims, vision and ethos of the Trust.
- Be aware of and adhere to the Trust's and school's policies and procedures in connection with Child Protection and Safeguarding.
- Be aware of and adhere to the Trust's and school's policies and procedures in connection with Health & Safety to ensure compliance with the Health and Safety at Work Act (1974) in all premises and sites controlled by the schools.
- To ensure that all responsibilities under the Data Protection Act 2018 for the security, accuracy and significance of personal data held on paper or electronic systems are complied with.
- Appreciate and support the roles of colleagues and other professionals.
- Liaise with parents and carers as appropriate, in order to foster closer links with parents and the community.
- To participate in school activities and meetings as appropriate, setting a good example in terms of dress, punctuality and attendance.
- To undertake their duties in a way that secures positive action in respect of both equal opportunities and multi-cultural approach.
- Dress in a professional and appropriate manner, that will further support the school's policy on uniform
- Participate in further training and professional development as appropriate.
- The undertaking of such duties which may reasonably be regarded as within the nature of the duties/responsibilities of the post as directed by the Line Manager and subject to any reasonable adjustments under the Disability Discrimination Act.