



**ATHENA**  
LEARNING TRUST

## Behaviour Mentor

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Applicant Pack

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**Closing date:**

9<sup>th</sup> June 2026

**Interview date:**

TBc

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## Join Athena - Inspiring World-Class Education Together!

At Athena, we are a passionate and forward-looking educational organisation committed to providing world-class education and helping individuals **lead great lives**. Our core values of "**dream big, take responsibility, and be kind**" guide our mission to create a supportive and inclusive learning environment where everyone can excel and grow.

<b>Job Title:</b>	Behaviour Mentor
<b>School Base:</b>	The Ilfracombe Academy
<b>Closing Date:</b>	09/06/2026
<b>Interview Date:</b>	TBc
<b>Vacancy Start Date:</b>	September 2026
<b>Contract Type:</b>	Permanent
<b>Salary:</b>	£13.98ph



## Being an Athenian

At Athena, we believe in the power of education to transform lives and shape a brighter future. We are dedicated to fostering a strong sense of community, where students, educators, and parents collaborate to achieve academic excellence and personal growth. Our commitment to "**dream big, take responsibility, and be kind**" underpins everything we do, inspiring our students to aim high, take ownership of their learning, and treat each other with respect and compassion.

We are inspired by wisdom, creativity and learning. Determined to create a world where all children get to go to great schools, our mission is to provide the knowledge and education to bring opportunities, choices and freedom.

If you want to be part of an inspirational team of big thinkers who will support you to develop your full potential and value your knowledge, passion, wellbeing and commitment, it sounds like you could be on your way to joining us and becoming an Athenian.



# What makes Athena different

## Our Commitment to you

We recognise that all of our people have a role to play in ensuring our students have access to world-class education and so each one is valued. We are committed to creating an inclusive and supportive work environment that promotes both personal and professional growth. We put staff wellbeing first and here are some of the benefits and perks you can enjoy as a member of our team:

**Impact:** positive outcomes for our students

**Leaders:** we see everyone as a school leader

**Wellbeing:** ensuring your time off is for you

**Generous pension:** the local government pension scheme

**Employee Wellbeing Initiatives:** support your physical, mental, and emotional health

**Car Schemes:** car schemes that cater to your commuting needs

**Perkbox:** discounts, benefits, and rewards to enhance your lifestyle

*Join us on this journey to inspire greatness in ourselves and others. Together, we can create a brighter future and make a lasting difference in the lives of our students and the communities we serve.*

## People

passionate about making a difference in the lives of each other and our students

## Development

investing in our employee's growth and development

## No burn out

cut low-impact workload and champion staff wellbeing

## Support

valuing our employee time and impact by investing it well and providing wrap around support

## Flexibility

flexible working to promote work-life balance where possible



## Role Summary

The Behaviour Mentor plays a pivotal role in supporting students who experience behavioural challenges or difficulties engaging with the curriculum. Working closely with teachers, parents, and other professionals, the role focuses on developing effective strategies to help students overcome barriers to learning, while promoting both academic success and social development.

The successful candidate will be at the heart of our behaviour support system in reflection, working collaboratively to improve students' behaviour, attitudes, and engagement. You will work closely with individual year teams and the SEND department to ensure that students receive the support they need to thrive.

The successful candidate will also support students in their learning and help maintain high standards of achievement and conduct. This is a broad and varied role that offers a strong level of professional challenge and development, within a team that is committed to continually improving practice and student outcomes.

A young woman with long brown hair is playing a cello. She is looking down at the instrument with a focused expression. The cello is a rich, warm brown color. The background is dark and out of focus.

## What you will be doing

### Build Knowledge:

- Participating in professional development to stay current with best practices.
- Recognising personal strengths and areas of expertise to collaborate, advise, and support others.
- Complying with and contributing to the development of policies and procedures.
- Being aware of and adhering to applicable rules, regulations, legislation, and procedures, including maintaining confidentiality.

### Build Trust

- Running an area of reflection, establishing the daily routines and support that enable all students to flourish and receive outstanding life chances.
- Providing one-to-one work to help students build self-esteem, improve behaviour, and develop positive relationships.
- Ensuring students are supported through responsibility conversations helping them to make positive choices in the future.
- Establishing constructive relationships and communication with teaching staff to support student behaviour.
- Contributing to the overall ethos, work, and aims of the school.
- Facilitate effective communication among students, parents, staff, social workers, and mental health professionals to foster a collaborative and inclusive educational environment.

### Prioritisation

- Identifying students with needs in reflection that need support and adjustments so they can be successful
- Meeting with senior leaders and mentors to agree on action steps for ongoing support.
- Improving measurable attendance outcomes within the pupil portfolio by adjusting strategies to make their day successful.
- Apply strong problem-solving, critical thinking skills, and an unbiased approach to address challenges and ensure effective solutions.

### Clarity and Energy

- Developing and delivering group sessions on various topics related to behaviour management and emotional regulation when students reintegrate into school.
- Working with teachers to create a positive and supportive classroom environment fostering good behaviour and academic achievement.
- Maintaining detailed records of student progress and sharing information with stakeholders to ensure alignment in working towards common goals.

### Follow Up

- Meeting with senior leaders and mentors to share successful strategies, frustrations, and problem-solving approaches.
- Undertaking other duties appropriate to the grading of the post as required.
- Supporting daily staff reflection briefings with the team to establish good practice and clarify next steps for individual students.

## How you will be doing it

### Dream Big

- Deliver value opportunities for world class education for all students.

### Take Responsibility

- To maintain confidentiality of information acquired in the course of undertaking duties for the department.
- Ensure Health and Safety and Safeguarding are at the centre of your approach.
- Take accountability for your own development and aspire to deliver the very best practice across all areas of your role
- To be aware of and work in accordance with the School's child protection policies and procedures, and to raise any concerns relating to such procedures which may be noted during the course of duty.

### Be Kind

- To encourage acceptance and inclusion of all students.
- Support positive strategies for promoting equality and for challenging racial and other prejudice.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

You could reasonably be asked to work out of our partner sites to support where required.





### **Qualifications**

- Bachelor's degree in education, social work or a related field is preferred but not required.
- Must have excellent levels of literacy and numeracy (GCSE grade A-C/5-9 or equivalent).

### **Experience**

- Excellent communication skills, both oral and written
- Flexible, adaptable and able to handle unexpected changes in schedules.
- Experience of working with pupils in a school environment is essential

### **Desirable**

- Experience of supporting/monitoring behaviour as part of pastoral provision would be preferred but is not essential
- Experience working with students with diverse backgrounds and learning needs would be an advantage
- Skilled in utilising technology and educational software

## How to Apply

If you are passionate about our values and dedicated to making a meaningful impact on education, we invite you to apply. **Please complete the application form on My New Term** and tell us about how you connect with our values of "**dream big, take responsibility, and be kind**" and what you feel you can contribute to our team and our goal to deliver world class education.

Athena Learning Trust is committed to **safeguarding** and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All posts are subject to Enhanced DBS clearance and appropriate pre-employment checks.

We reserve the right to close this advert and interview and appoint earlier than the advertised closing date should there be a good response to the advert, so early applications are advised.

## Apply now

and experience the difference in a rewarding and meaningful career in education.