

# Job Advert – Behaviour Mentor

<b>Salary range:</b>	Scale 4 and spinal point 7 £28, 704 to spinal point 11 £30, 443 Inc. London weighting per annum (Pro rata £24, 658 - £26, 151)
<b>Contract:</b>	Permanent
<b>Start date:</b>	September 2026
<b>Hours of work:</b>	36 hours per week
<b>Weeks per year:</b>	39 weeks
<b>Location:</b>	Alperton, London

Aspire | Commit | Succeed

We are a split-site school, with a short walk of approximately 8 minutes between sites, and on-site parking is available.

## The role

This is a vital role in ensuring the smooth day-to-day running of the school. The core purpose of a support role is to assist in the delivery of high-quality education by supporting students, teachers, and the wider school community.

### 1. Student Support & Intervention

- Provide 1:1 and small group mentoring for students at risk of exclusion or underachievement
- Build positive, trusting relationships with students to improve behaviour and engagement
- Develop and implement behaviour support plans tailored to individual needs
- Act as a consistent adult role model

### 2. Behaviour Management

- Support the school's behaviour policy consistently across departments
- De-escalate incidents and manage conflict using restorative approaches
- Supervise internal exclusion, reflection rooms, or inclusion units where required

### 3. Safeguarding & Wellbeing

- Monitor student wellbeing and report safeguarding concerns in line with school policy
- Work with pastoral teams to support students facing social, emotional, or mental health challenges

- Provide early intervention for students at risk

#### 4. Collaboration with Staff

- Liaise with teachers, Heads of Year, SENCO, and senior leaders regarding student progress
- Attend behaviour and safeguarding meetings
- Contribute to strategies for improving whole-school behaviour culture

#### 5. Parental & External Communication

- Communicate with parents/carers regarding behaviour and progress
- Work with external agencies (e.g., youth services, social workers, CAMHS) where necessary

#### 6. Monitoring & Reporting

- Track behaviour data, attendance, and progress of targeted students
- Maintain accurate records of interventions and outcomes
- Evaluate impact and adapt strategies accordingly

### The Person

We are looking for a dedicated and enthusiastic individual to join our support staff team—someone who is committed to helping students thrive and who enjoys working as part of a collaborative and supportive environment.

The ideal candidate will have:

- A genuine passion for supporting young people in their learning and development
- A commitment to inclusive, student-focused education
- Strong communication and organisational skills
- A flexible, proactive, and positive attitude
- The ability to work effectively both independently and as part of a team

This is a fantastic opportunity to play a key role in the daily life of the school and to make a real difference in the lives of our students.

### What We Offer

As part of our commitment to staff wellbeing and development, we offer a comprehensive benefits package, including:

- Extensive CPD and professional growth opportunities
- Employee Assistance Programme
- Cashback Health Benefits

- Cycle to Work Scheme
- Pension Scheme
- Opportunities for progression and leadership

### Supplementary Information

- Applicants who have applied for this post in the last 6 months need not apply.
- We are committed to safer recruitment and to safeguarding and promoting the welfare of children and young people, and expect all staff and volunteers to share this commitment. We welcome applications from all sections of the community.
- The successful candidate(s) will be required to undertake an Enhanced and Barred Disclosure and Barring Service (DBS) check and register the DBS on the Update Service.
- Please note: CVs will not be considered as part of your application.
- Applicants may be contacted for a brief pre-screening call as part of our interview process to assess their suitability for the role.
- Only successful candidates will be notified. If you do not hear from us within 14 days of the closing date, please assume you have not been successful on this occasion.