



BEARBROOK COMBINED SCHOOL AND PRE-SCHOOL

Empowerment • Nurture • Integrity • Respect • Trust

Job Advert

Behaviour Learning Mentor

Term time only plus inset days (39 weeks)

Hours 8.30am – 3.30pm

Bucks Pay Scale 3 (£28,129 - £30,174 FTE)

Bearbrook Combined School, Aylesbury, is a vibrant and welcoming primary school at the heart of a diverse community. Our vision is simple but powerful: *to empower all to achieve and flourish on their journey to outstanding.*

Our most recent Ofsted inspection (Dec 2023) captured what makes Bearbrook special: *‘Everyone is welcomed with a huge smile at Bearbrook and Staff, including those new to their career, are proud to work at Bearbrook. They are well supported by leaders within the school and trust. Staff speak positively about leaders prioritising the mental health and well-being of both staff and pupils’.*

We are proud to be part of the Great Learners Trust (GLT), a dynamic multi-academy trust that offers collaboration, high-quality CPD, and career development opportunities.

The Role

Bearbrook Combined School is creating an exciting new provision to strengthen our pastoral and behaviour support. We are seeking two compassionate, experienced and proactive Behaviour Learning Mentors to join our team. The roles will complement our existing pastoral team, which already includes two ELSA practitioners, a Family Support Worker, and an in-school counsellor, ensuring a joined-up approach to supporting children’s wellbeing and emotional needs.

These new roles will form the foundation of a dedicated nurture and behaviour support area — a calm, consistent and welcoming environment where children can feel safe, regulate their emotions, and rebuild confidence to re-engage in learning.

We are looking for individuals who:

- Are passionate about helping children to understand and manage their feelings.
- Can work proactively as part of a team of two to ensure the behaviour ‘on-call’ system is managed effectively.
- Have experience working with pupils with social, emotional and behavioural needs.
- Value outdoor learning and nature-based approaches to promote emotional regulation.
- Can work proactively as part of a team of two, building a new provision from the ground up.
- Are creative, reflective, and committed to inclusion.



BEARBROOK COMBINED SCHOOL AND PRE-SCHOOL

Empowerment • Nurture • Integrity • Respect • Trust

As Behaviour Learning Mentors, you will:

- Deliver 1:1 and small-group mentoring and regulation sessions.
- Provide on-call emotional support for children who are struggling to regulate their emotions, ensuring they receive timely, calm and consistent help.
- Develop and run outdoor and indoor activities to promote wellbeing and resilience.
- Help establish and shape the new Nurture Room, ensuring it provides a sense of safety, structure, and belonging.
- Support teachers and staff with consistent behaviour strategies across the school.
- Work closely with parents and external professionals to ensure joined-up support.

In return, we offer:

- A chance to shape and design a new provision that will transform support for pupils.
- Ongoing training in emotional wellbeing, nurture, and SEMH approaches.
- Supportive leadership, professional development, and collaboration across the GLT family of schools.

This is your chance to make a lasting impact on children's lives, to shape whole-school culture, and to leave a legacy of inclusive practice.

A member of staff who joined us recently said ***"Bearbrook is one of the friendliest schools I have ever worked in. Both the staff and the children made me feel so welcome. From the day I started I was made to feel part of a team"***.

Next Steps

Come and Visit Us!

We warmly encourage prospective applicants to visit Bearbrook and see our school in action. A visit is the best way to experience our welcoming community, meet our fantastic children, and get a feel for what makes Bearbrook such a special place to work.

To arrange a visit, please contact the school office on 01296 488331 and ask to speak with Marcus Faulkner or Katie Smith (Co-Headteachers). We'd be delighted to meet you.



BEARBROOK COMBINED SCHOOL AND PRE-SCHOOL

Empowerment • Nurture • Integrity • Respect • Trust

To apply, please visit:

- [Bearbrook School Website](#)
- [Great Learners Trust](#)

Closing date: Applications will be reviewed as they are received.

Interview date: To be confirmed.

Safeguarding Statement

We are committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. An Enhanced DBS check will be required for the successful candidate. As part of our recruitment process, we will also carry out an online search as part of our due diligence.