



THE BRUNTS ACADEMY

Job Description

Behaviour and Resilience Mentor (Non-Teaching)

Purpose:

As a Behaviour & Resilience Mentor you'll be directly and positively impacting the lives of young people.

As a rapidly improving school, identified during a recent Ofsted inspection, we are seeking to grow capacity across our pastoral/inclusion team to ensure all children are supported to reach their goals and ambitions. We are introducing Behaviour and Resilience Mentors as a new and exciting role as we believe in the power of proactive work to support children to overcome barriers is critical to their success.

Our Behaviour & Resilience Mentors are responsible for developing and delivering social and emotional resilience and mentoring programmes to students. Our mentors address issues that are preventing students from achieving their full potential. Behaviour and Resilience mentors see their mentees each week and work closely with Heads of Year, safeguarding officers, tutors and external agencies, to develop and tailor a programme for students based on individual needs. Behaviour and Resilience mentors will also support with the running of other behaviour intervention spaces whilst also proactively supporting students through our on-call system.

Reporting to: Associate Vice Principal, Behaviour and Attitudes

Liaising with: Heads of Year, subject Leaders, Year Leaders, SLT team, Attendance and safeguarding teams, teachers, tutors, Trust Teams and external agencies

Working time: Term Time

Salary Grade: GAT 5 (£22, 369 - £24, 054 Pro rata)

Main Responsibilities:

- Develop and deliver behaviour and resilience mentoring programmes with students.
- Work with groups of designated students with the aim of reducing disengagement from education, low resilience and challenging behaviour, creating long term positive attitude changes and develop students' life skills and aspirations.
- Ensure the content and delivery of the mentoring sessions is tailored to the needs of the students.

- Aim to decrease the number of negative behaviour incidents of the students on the programme by integrating the use of our advanced data system into daily practice.
 - Support students and staff to develop stronger relationships which help to drive success.
 - Work closely with the wider pastoral team to develop improvement strategies
 - Work closely with the Associate Vice Principal to design, coordinate and implement effective intervention plans with students
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- To work closely with the Academy's attendance officer to ensure that attendance strategies for students are regularly evaluated and timely intervention is put in place.
 - To work closely with other Academy leaders to devise and implement effective pastoral interventions and mentoring programmes
 - To promote the academy's reward systems, ensuring that students are celebrated for their achievements and high standards.
 - To support the safeguarding team by working closely with students, families and external agencies to ensure students welfare and safety is carefully monitored and supported
 - Any other duties deemed appropriate to the role.

Health and Safety:

- Be aware of the responsibility for personal health, safety and welfare and that of others who may be affected by your actions or inactions.
- Co-operate with the employer on all issues to do with Health, Safety and Welfare.

Additional points:

The Trust will endeavor to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified as no job description can be fully comprehensive.

In addition to the duties specified, employees will be expected to comply with any reasonable request to undertake duties or work of a similar level which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined, subject to the proviso that normally any changes of a permanent nature shall be incorporated into the job description in specific cases.

The job description may be subject to amendment or modification, should circumstances change, any changes will be discussed with you in the first instance. Should a disagreement arise, you will be afforded the opportunity of a meeting to resolve the matter with the relevant member of leadership. You may wish to be accompanied at this meeting by a representative of your Trade Union if you so wish.

The job description does not form part of the contract of employment.

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on any or all of them.

Name _____ Date _____

Signed _____