



**Job Application Pack**

**Cherry Tree Hill Primary School**

**Behaviour Mentor: Part time, Term time only, 22.2 hours per week (3 days per week),**

**Fixed Term Contract from 05 June 2023 – 31st July 2024**

**Employment to commence 05 June 2023 – 31 July 2024**

**Salary: Grade G, Point 21-25 Pay Scale £28,900 - £32,020 pro rata (based on FTE)**

**Closing Date: 12 noon, Tuesday 25 April 2023**

**Interview Date: Tuesday 02 May 2023**



**Welcome letter from Paul Appleton, Headteacher of Cherry Tree Hill Primary School**

Dear Candidate,

Thank you so much for expressing an interest in this role.

Our school is a large primary, set in spacious grounds two miles from Derby City Centre. Visitors to our school comment positively on our facilities and the stimulating environment. They describe our atmosphere as respectful and nurturing. and you know what? It is!

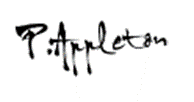
Being the Headteacher of Cherry Tree Hill Primary School continues to give me great pleasure. I am fully committed to the community of Cherry Tree Hill Primary School and strive to ensure that the school serves our local children and their families well. I am proud to welcome you to our school and I look forward to showing around!

We are looking for a candidate who will strengthen our fantastic team, who has good communication skills and can work with a range of different stakeholders and a range of abilities, ages and needs. You will need to have the young person’s best interests at heart and have the initiative to support a young person in different circumstances.

Our school is part of the Odyssey Collaborative Trust. Our Trust is committed to supporting and delivering education of the highest quality across the trust. Each of our academies are unique, and have their own vision and values in order to provide our children with the opportunities they deserve.

This is a tremendous opportunity for you to make a true difference and to be part of a dynamic and innovative staff team.

All the best,



Paul Appleton

Headteacher

**Application Details**

We are looking for an enthusiastic Behaviour Mentor to join our team here at Cherry Tree Hill Primary School. We need an exceptional mentor who can support children with complex behaviour needs and has the resilience to make a positive difference against a backdrop of challenge. We need an experienced practitioner who has the skills and experience to make the right decisions in the best interests of our children. Cherry Tree Hill Primary has served our community for over eighty years and during this time has established itself as a thriving school in the local community. We are proud of our high standards and are looking to recruit the best Behaviour Mentor to join our talented, friendly and supportive team.

At Cherry Tree, we value every individual and put our children at the heart of everything we do. If you think this sounds like you, then come and visit us to see for yourself and discuss the role with one of our Senior Leadership Team. Visits are positively encouraged by prior appointment. Find out if we’re right for you!

Odyssey Collaborative Trust is committed to safeguarding and promoting the welfare of children. We follow safer recruitment procedures and will require an enhanced DBS clearance and references from current and past employers. Further details of this post, the school and the Trust are included in this pack and details of how to apply can be found below.

**How to Apply**

Should you wish to apply for the post, please complete and return an application form along with a covering letter addressed to Janet Buxton, School Business Manager, Cherry Tree Hill Primary School, which clearly demonstrates your suitability for this role. Applications can be submitted via email to [jbuxton@cherrytree.derby.sch.uk](mailto:jbuxton@cherrytree.derby.sch.uk) or [admin@cherrytree.derby.sch.uk](mailto:admin@cherrytree.derby.sch.uk) Please give Behaviour Mentor in the subject line, or by post, for the attention of Janet Buxton, to the following address: Cherry Tree Hill Primary School, Lime Grove, Chaddesden, Derby, DE21 6WL

Wherever possible, please provide work email addresses for your referees.

**Closing Date**

Please ensure your application form arrives by 12 noon, Tuesday 25 April 2023. Applications received after this time will not be considered.

Interviews for the role will be held on Tuesday 02 May 2023.

General Data Protection Regulation Our privacy notice can be found at <https://www.odysseyct.org.uk/gdpr/>

or on the School’s website.

*Cherry Tree Hill Primary School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. As this post is regulated activity, successful appointments are subject to an enhanced Disclosure and Barring Service check and relevant recruitment checks that comply with guidance in the most recent version of Keeping Children Safe in Education.*

*We are committed to equality of opportunity in employment and services*

*Cherry Tree Hill Primary School is part of the Odyssey Collaborative Trust*

All members of staff will receive training in line with our Safeguarding and Child Protection Policy.

Equal Opportunities

Odyssey Collaborative Trust welcomes applications from everyone and values diversity in our workplace. A commitment to promoting diversity and developing a workplace environment where all staff are treated with dignity and respect is central to our recruitment process.

# Job Description

**Job Purpose**

* Provide pastoral support for children on a one-to-one basis.
* Support individuals improve behaviour and relationships.
* Implement strategies for managing challenging behaviour in the classroom and the wider school to enable access to learning.

## Responsibilities

* Support with behaviour management, using appropriate restorative approaches in line with school policies.
* Contribute to creating a purposeful and supportive learning environment.
* Lead individual/small group sessions and interventions as appropriate.
* Support children with modifying their behaviour and managing self-regulation.
* Understand difficulties and barriers that individual children may face, and build trusting relationships to support them to succeed in school.
* Remain calm in challenging situations.
* Establish good relationships with children, acting as a role model and being aware of and responding appropriately to individual needs.
* Promote the inclusion and acceptance of all members of our community.
* Be aware of, and support difference and ensure all pupils have equal access to opportunities to learn and develop.
* Encourage children to interact with others and engage in activities led by the teacher.
* Set high expectations, promote self-esteem and independence.
* Undertake record keeping as required
* Establish and maintain positive relationships with parents/carers, gathering and reporting information.
* Ensure the effective/efficient deployment of resources as appropriate.
* Act in accordance with school policies and procedures and relevant legislation particularly in relation to safeguarding, child protection and behaviour management.
* Participate with other team members in the development, planning, implementation and evaluation of learning programmes for individuals.
* Monitor and contribute to assessment and recording of children’s development, in any subject, and be involved in the sharing of this information where relevant.
* Promote the ethos of the school and Our Three B’s.
* Promote development and learning – physical, emotional and educational and social.
* Implement physical interventions in order to safeguard individuals.

## Professional Development

* Constantly improve own practice/knowledge through self-evaluation, appraisal and learning from/with others.
* This area of responsibility will be reviewed annually under Performance Management.

## As this job is designated as a ‘regulated activity’ an enhanced DBS with Barred list check is essential

**Person Specification**

**Post Title:** Behaviour Mentor

**Hours:** 22.2 hours a week, (3 days) term time only.

**Salary Grade:** Grade G Scale 21-25

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| **Person Specification Behaviour Mentor** | **Essential** | **Desirable** |
| **Qualifications** |  |  |
| 5 GCSEs including English and Maths 4+/C+ or equivalent | / |  |
| Educated to A Level or above |  | / |
| **Knowledge** |  |  |
| Knowledge of SEND and other barriers to learning | / |  |
| Knowledge of strategies for working with young people displaying challenging  behaviours. |  | / |
| Knowledge of some of the social issues facing children from disadvantaged  backgrounds. |  | / |
| Knowledge and understanding of equal opportunities. |  | / |
| Knowledge and understanding of safeguarding. | / |  |
| Knowledge of Attachment and Trauma. |  | / |
| **Experience** |  |  |
| Experience of working directly with young people in an education environment. | / |  |
| Experience of establishing and maintaining positive working relationships with a  range of stakeholders, at all levels. | / |  |
| Experience of managing and being responsible for own workload. | / |  |
| Experience of working with children from a range of backgrounds. | / |  |
| Experience in challenging conversations with a range of adults and children. |  | / |
| Experience of de-escalation of conflict/emotion. | / |  |
| Experience of safeguarding and supervision of children. | / |  |
| Able to liaise and communicate effectively with others. | / |  |
| Reflect on and develop professional practice. | / |  |
| Application of systems to manage behaviour. | / |  |
| **Personal qualities** |  |  |
| Good organisational and communicational skills | / |  |
| Pride | / |  |
| Regard for self and others | / |  |
| Team player who is confident at using their own initiative | / |  |
| Commitment to school improvement and personal professional development | / |  |
| Flexibility to adapt and open to change | / |  |
| Perseverance and problem-solving approach | / |  |
| Enjoy working with young people | / |  |
| Willingness to engage with appropriate professional learning and training | / |  |
| Humour and humility | / |  |
| Commitment to fostering positive relationships. | / |  |