Nicholas Chamberlaine School
Bulkington Road, Bedworth, Warwickshire CV12 9EA
www.nicholaschamberlaine-gst.org

A big school needs large minds

Behaviour Mentor

from Immediate effect (for 12 months in the first instance)
Band I: Points 17-20 (Fte: £32,046 - £33,673)
(37 hours: £27,447 - £28,840 pro rata)

Make a difference. Build relationships. Change futures.

Nicholas Chamberlaine School is seeking a passionate, committed and resilient Behaviour Mentor to join our pastoral team and make a real difference to the lives of young people.

We believe that positive relationships, high expectations and the right support can transform a young person's experience of school. We are looking for someone who shares this belief and is determined to help pupils overcome barriers, develop positive behaviours and succeed both in and beyond the classroom.

This is an exciting opportunity for someone who enjoys working directly with young people, understands the importance of inclusion and is motivated by seeing pupils grow in confidence, resilience and independence.

About the role

As a Behaviour Mentor, you will work closely with pupils who need additional support to manage their behaviour, engage positively with school and develop the skills they need to succeed.

You will build trusted relationships with identified pupils, providing consistent mentoring, guidance and challenge to help them understand their choices, develop emotional regulation and take greater responsibility for their learning and behaviour.

A key part of the role will be identifying the reasons behind repeated behaviour concerns and working alongside pupils, families and school staff to put effective support in place.

Your responsibilities will include:

Targeted mentoring and intervention

- Providing regular one-to-one and small-group mentoring for pupils experiencing behavioural, social or emotional difficulties.
- Developing individual behaviour support plans with clear, achievable targets and regularly reviewing progress.
- Supporting pupils to develop emotional regulation, resilience, self-awareness and positive decision-making skills.
- Helping pupils understand the impact of their behaviour on themselves and others.

- Delivering targeted interventions for pupils experiencing repeated behaviour incidents, truancy or disengagement from learning.
- Supporting pupils at risk of suspension or exclusion, helping them to develop strategies to remain successfully engaged in mainstream education.

Positive relationships and inclusion

- Building strong, trusting relationships with pupils while maintaining clear boundaries and high expectations.
- Using restorative approaches to help pupils repair relationships and move forward positively following incidents.
- Supporting pupils to overcome barriers to learning, including difficulties with friendships, confidence, motivation and school engagement.
- Working with pupils with SEND and additional needs, adapting approaches to ensure that support is inclusive and appropriate.
- Celebrating improvements, recognising success and helping pupils develop a positive sense of belonging within the school community.

Supporting positive behaviour across the school

- Maintaining a visible and supportive presence around the school, particularly during key transition points and unstructured times.
- Supporting pupils who are struggling to remain engaged in lessons, helping them to regulate and return successfully to learning.
- Working alongside teaching and pastoral colleagues to reinforce consistent expectations and positive behaviour.
- Supporting the school's behaviour response systems, including responding to incidents and on-call requests when required.
- Helping pupils reintegrate successfully following suspensions or periods of internal removal.

Working with families and colleagues

- Working closely with Heads of Year, Progress Leaders, SEND colleagues and safeguarding staff to identify pupils requiring additional support.
- Developing positive relationships with parents and carers, ensuring a joined-up approach to improving behaviour.
- Maintaining accurate records of mentoring sessions, interventions and pupil progress.
- Using behaviour and attendance information to identify patterns, evaluate interventions and demonstrate impact.
- Contributing to the school's wider work to improve attendance, behaviour, inclusion and pupil wellbeing.

About you

We are looking for someone who:

- Is passionate about supporting young people and believes every pupil can succeed with the right guidance and encouragement.
- Has experience of working with children or young people, ideally in education, mentoring, pastoral support or youth work.
- Can build positive relationships with pupils who may find school challenging.

- Understands that behaviour often reflects unmet needs or barriers, while recognising the importance of clear boundaries and high expectations.
- Is calm, patient, resilient and confident in managing challenging situations.
- Can balance empathy and understanding with appropriate challenge and accountability.
- Is proactive, organised and able to work independently as well as part of a wider team.
- Communicates effectively with pupils, families and colleagues.
- Is committed to safeguarding, inclusion and improving outcomes for all young people.

Why join Nicholas Chamberlaine School?

At Nicholas Chamberlaine School, we are committed to creating a school where every pupil feels that they belong, where positive relationships underpin high expectations and where additional needs are understood and supported.

You will be joining a dedicated and supportive pastoral team, working together to remove barriers to learning, improve behaviour and attendance, and ensure that every pupil has the opportunity to achieve their potential.

This is a rewarding opportunity to make a genuine and lasting difference to young people's lives.

To apply for this post, please forward a letter of application which should be no longer than 2 sides of A4, stating the reasons why you would like to be considered for the role and detailing your skills and abilities together with your CV and a completed application form.

Further details are available from Helen Yeomans on 02476 312308 ext. 241 or by email h.yeomans@nicholaschamberlaine.co.uk

Closing date for this application is Friday 20 November at 9am. Interviews are ongoing, we reserve the right to withdraw the advert before the deadline if a suitable candidate is appointed.

Nicholas Chamberlaine School and Griffin Schools Trust are committed to safeguarding and promoting the welfare of children and young people. *The successful applicant will be subject to appropriate safeguarding and pre-employment checks, including an enhanced DBS check and children's barred list check where applicable.*