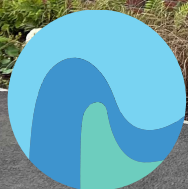




Application Pack

Counselling Mentor

An extraordinary education for every pupil



The Rivers

C.of E. Academy Trust

Welcome

Welcome from the Headteacher

Thank you for your interest in joining Unity Academy, Kidderminster. We are a vibrant and inclusive school committed to nurturing the potential of every child and fostering a culture of excellence, respect, and ambition.

At Unity Academy, our staff are at the heart of everything we do. We believe in creating a supportive and collaborative working environment where every team member feels valued and empowered to grow professionally. Whether you're early in your career or bring a wealth of experience, we welcome your passion, creativity, and commitment to making a real difference in the lives of our pupils.

Warm regards,

Mrs Kuldip Berdesha

Headteacher, Unity Academy

Overview

Unity Academy

Unity Academy is a primary alternative provision located in Kidderminster.

It has 40 pupils from age 5 – 11 years and 24 staff members.

Established in 2023 the school is part of The Rivers CofE Academy Trust.

Ethos

At Unity Academy, Kidderminster, our ethos is shaped by the STARS values of The Rivers CofE Academy Trust: *Sharing, Trust, Achievement, Respect and Safety*. These guiding principles underpin every aspect of school life and help us to cultivate a nurturing and high-achieving environment where every pupil can flourish.

We are committed to providing an education that develops the whole child—academically, socially, morally, and spiritually. Through high-quality teaching, a broad and balanced curriculum, and strong pastoral care, we aim to inspire a lifelong love of learning and a strong sense of personal responsibility.

By living out our STARS values, we create a culture of kindness, excellence, and aspiration. Pupils are encouraged to serve others, show gratitude, strive for their best, and treat everyone with dignity. This ethos empowers our children to grow into thoughtful, resilient individuals who are well prepared for the challenges and opportunities ahead.

About Us

The Rivers C of E Academy Trust is a multi-academy school trust, specialists in early years and primary provision, serving over 5250 pupils across three local authorities: Worcestershire, Dudley and Sandwell.

Established in 2014, The Rivers C of E Academy Trust now comprises of a respected teaching alliance, sixteen 'Good' and 'Outstanding' primary, first, and nursery settings and an alternative provision. We are a connected learning community with a shared aim to create '**an extraordinary education for every pupil**'.

We are a community of schools with a 'Christian ethos', welcoming families from all faiths and no faiths, but together we are guided by our shared mission, vision and values.

Our Mission

- Extraordinary Education
- Extraordinary People
- Extraordinary Futures

Our Vision

Through an **extraordinary education**, we empower pupils to be life-long learners and see their limitless potential. Respectful relationships and an unwavering focus on discovering talents and interests enable pupils to flourish and be **extraordinary people**. Together, we spark aspiration and drive achievement, so that pupils contribute positively to society and to their **extraordinary futures** in an ever-changing world.

Our STARS Values



Sharing



Trust



Achievement



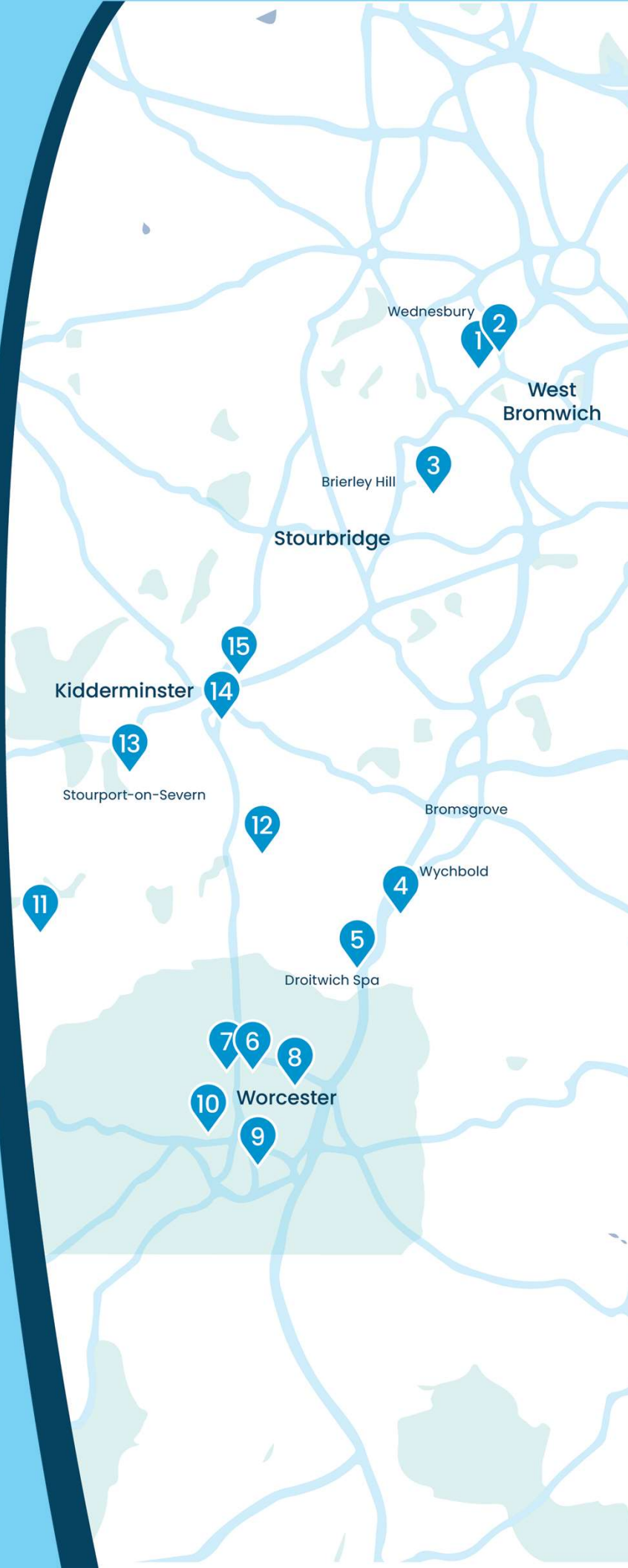
Respect



Safety

Our Schools

- 1 Summerhill Primary Academy Summerhill's Little Treasures
- 2 Jubilee Park Academy
- 3 Dudley Wood Primary School
- 4 Wychbold First and Nursery School
- 5 St Peter's Droitwich CofE Academy
- 6 North Worcester Primary Academy
- 7 Northwick Manor Primary School
- 8 Cranham Primary School
- 9 Cherry Orchard Primary School
- 10 St Clement's CofE Primary School and Pre-School
- 11 Great Witley CE Primary School
- 12 Cutnall Green CofE Primary School
- 13 Burlish Park Primary School
- 14 Heronswood Primary School
- 15 Unity Academy



Staff Benefits

We believe that collaboration and staff wellbeing are at the heart of our success.

Supported by our trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of our staff, including work-life balance.

Education Mutual

Staff can access a comprehensive range of healthcare services through Education Mutual, including mental health support, 24/7 GP Healthline, physiotherapy, stress management resources, and occupational health services.

Find out more about Healthcare and Wellbeing Services here:

www.educationmutual.co.uk/service/healthcare-and-wellbeing/

Local Government Pension Scheme (LGPS)

The Local Government Pension Scheme (LGPS) is a defined benefit plan, meaning your pension is calculated based on your salary and length of service and adjusted for inflation. This ensures a secure and guaranteed income in retirement, unaffected by investment performance.

Find out more about LGPS here:

www.lgpsmember.org/

Other staff benefits include:

- Competitive salary
- Six INSET days per year
- Protected CPL time
- Continued professional development pathway for every role
- No work communication outside working hours
- Excellent holiday entitlement for support staff: Bank holidays plus 25 days paid holiday (pro rata)
- 5 days extra paid holiday after 5 years' service (pro rata)
- Time for You' day
- Family-friendly policies including flexible working, occupational maternity and paternity pay
- Reasonable release time for significant personal events
- Length of service awards
- Resources for retirement and financial planning
- Cycle-to-work scheme
- Free tea, coffee and milk



About the Role

Job Title:	Counselling Mentor
Salary:	TA2 equivalent (SCP 5-6), 30 hours per week TTO plus TED days
Contract Type:	Part-time, Permanent
Start Date:	1 st September 2025
Reporting To:	Headteacher
Location:	Unity Academy, Hurcott Road, Kidderminster

About:

Key Purpose of the Role

To provide targeted emotional and mental health support to primary-aged pupils with significant SEMH needs, helping them to develop resilience, self-regulation, and positive relationships, and enabling them to access learning and achieve their full potential.

Job Description

Key Responsibilities and Activities

Supporting Pupils

Run preventative workshops addressing common school-wide issues such as anxiety, resilience, emotional regulation, and friendships.


- Support children with SEMH/SEND needs, following their individual EHCP targets and adapting provision as needed.
- Provide one-to-one coaching during known trigger lessons or challenging times to de-escalate behaviour in real-time.
- Embed the trusts core STAR values – Sharing, Trust, Achievement, Respect and Safety – through all interactions, support work, and targeted activities, fostering long-term resilience and self-regulation in vulnerable children.
- Assist with attendance initiatives, including first-day calls, meetings with latecomers, and liaising with parents to improve attendance rates.
- Support and co-lead on long-term interventions and reward systems (e.g. sensory circuits, mentoring, support for disadvantaged pupils).
- Work closely with DSL's to build positive relationships with individual children's parents to embed longer term change.
- Take the lead during unstructured times, modelling positive behaviour and supporting pupils with positive engaging activities (breaks/lunchtimes).
- Encourage positive identity development, confidence, and coping strategies through trauma-informed, inclusive approaches.
- To provide support to our most vulnerable pupils, particularly those at risk of suspension, those with social, emotional or behavioural difficulties, SEND Needs, EBSA pupils, children in care, and those at risk of harm/abuse.
- Monitor and record pupil progress and wellbeing, contributing to individual trackers and EHCP targets.
- Participate in team meetings, supervision and CPD opportunities

Job Description

Collaboration & Communication

- Act as a key point of contact for staff regarding student wellbeing, pastoral support, and early intervention.
- Work collaboratively with SLT, SENDCo, and class teachers to ensure pastoral provision is embedded and responsive.
- Liaise regularly with parents/carers, providing updates and working in partnership to build trust and improve outcomes.
- Deliver small group interventions around social interaction, emotional literacy, conflict resolution, and mental health awareness.
- Build strong relationships with external agencies, ensuring multi-agency support plans are followed and reviewed.
- Support school-wide pastoral communication through meetings, parent check-ins, and incident follow-ups.
- To advocate for and represent the voices of our children in meetings, ensuring they feel heard, respected, and valued.

Monitoring and Evaluation

- Maintain accurate, up-to-date records of all interventions and pupil support.
 - Track and evaluate the impact of interventions on attendance, wellbeing, behaviour, and learning.
 - Provide regular feedback to the pastoral lead and SLT, contributing to whole-school evaluation and improvement planning.
 - Monitor and analyse behaviour logs, safeguarding records, and pupil voice to inform next steps.
 - Contribute to the development of support plans, referrals, and outcome-based targets for pupils.
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Job Description

Training and Development

- Take part in continuous professional development in areas such as safeguarding, mental health first aid, trauma-informed practice, SEND, and early intervention.
- Reflect regularly on practice and seek feedback to enhance skills and approaches.
- Support training opportunities for other staff, sharing effective strategies in staff briefings or INSET where appropriate.
- Stay updated on local and national developments related to pupil wellbeing, safeguarding, and pastoral care.

Additional Information

Unity Academy and The Rivers Academy Trust are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An Enhanced DBS check will be required.

Note: This job description will be reviewed annually and may be subject to modification after consultation with the post holder. It does not form part of the employment contract but outlines the expectations and duties of the role.

Person Specifications


Qualifications and Experience:

- Essential:
- Experience working with children with SEMH needs
 - Experience in a school or therapeutic setting
 - Relevant experience of working in a mentoring role in settings with SEMH children
- Desirable:
- Relevant qualification in counselling, mentoring, or child mental health
 - Team Teach or equivalent behaviour management training/willingness to complete is essential

Skills and Knowledge:

- Essential:
- Strong interpersonal and communication skills
 - Ability to build positive relationships with vulnerable pupils
 - Ability to remain calm and empathetic under pressure
 - Understanding of safeguarding and child protection
- Desirable:
- Knowledge of trauma-informed practice
 - Experience working with external agencies (e.g. CAMHS, social care)

Personal Qualities:

- Essential:
- Reliable and punctual and approachable
- Desirable:
- Works well under pressure and adapts to changing needs
 - Commitment to ongoing professional development
 - Friendly and approachable
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How to Apply

Application forms are available to download here: [Unity Academy – Vacancies](#)

Please email completed application forms to Steph Walker, School Business Manager by noon on Friday 20th June 2025.

Interviews will take place week commencing 23rd June 2025.

We are committed to safeguarding and promoting the well-being of children and expect everyone to share this commitment. The successful applicant will undergo a full enhanced DBS check.



The Rivers
C.of E. Academy Trust

Get in Touch

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