



Excellence Growth Responsibility  
This is our William Lovell Legacy

**MAKE A DIFFERENCE**

# Inclusion Mentor



## SALARY

Grade 6, Points 15 - 18, £30,024.00 - £32,597.00 FTE  
£25,795.89 - £28,006.55 (pro rata)

## HOURS

37 hours per week, 39 weeks per year, term time plus inset days  
Monday - Thursday 08:15 - 16:15 & Friday 08:15 - 15:45 with 30 mins break each day.

## START DATE

1<sup>st</sup> September 2026

## LOCATION

William Lovell Church of England Academy

## APPLICATION DEADLINE

Sunday 12th July 2026 (midday)

## INTERVIEWS

Monday 20th July 2026 (details to be confirmed)

Please go to [My Trust Careers](#) to apply



## Welcome from the CEO of The Trust – LAAT

### Be a part of something bigger...

Dear Candidate

What if every child was unique with **intrinsic value**? What if every member of staff was unique with intrinsic value? What if every school was **unique** with intrinsic value? At LAAT we believe that they are.

We're a **Church of England** trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can **transform** their lives. And then you must have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the **support** of a MAT who believes that you too are unique and **valuable** – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, **professional support** and the opportunity to transform lives.


Within fabulous **Greater Lincolnshire** with its beautiful beaches, woods, Wolds, fields and fens its 2-university city and its access to new and growing technologies. Its **reasonable priced houses** and home to the Red Arrows.

Is now the time to find out more about us and to join our **community of Excellence, Exploration and Encouragement?** To change lives with us, for the better .

Jackie Waters-Dewhurst  
Chief Executive Officer




## What our colleagues and Ofsted say about us...




Ofsted 2023 – ‘The school has improved rapidly. Pupils and parents recognise this’.


‘Pupils feel safe in the school and trust staff to help them when they need it’.



“SLT are caring and understand us as humans that have issues out of school. We are treated fairly and as part of a family’ ‘The Christian values of our school are lived out by stakeholders’ ‘As much is done as possible to support mental health and work / life balance”



‘Just think we are flippin’ awesome! We have passionate and dedicated teams and enable staff and children to flourish. I love my role and I am proud to be a part of this Trust. I wouldn't want to work anywhere else’



‘Good working relationships, easy to talk to senior staff at school and trust level, supportive culture, wealth of knowledge and experience within the trust’ ‘Our links to our community, the children and parents. The support from the trust with curriculum’

‘I like being part of a Christian school. I like how daily worship is valued. I appreciate the staff team in the school I work in. I appreciate the health care package and online health support’

Ofsted 2023 – ‘Staff are proud to at the school’. They work together to create a positive environment for pupils to flourish.

## Benefits of working in our Trust

### We see you and believe that you deserve the very best

We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.

We provide opportunities from initial teaching training to supporting Headteachers who wish to take on Executive Headship, Specialist Advisor roles or supporting wider Trust work.

All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, but so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.

Our focus on **Growth and Development** rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.

LAAT has signed the [Department for Education's \(DfE\) Education Staff Wellbeing](#), joining schools and trusts across the country in making well-being the heart of education, reaffirming Commitment to a Culture of Care.

All colleagues have access to;

- Over 70 online courses to support development
- 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
- Free of charge counselling sessions
- Virtual GP - Accessible by smart phone, or computer with same day appointments
- Local Government Pension or Teachers Pension Scheme
- Competitive annual leave entitlements for support staff colleagues
- Favourable T&Cs for all colleagues to include enhanced HR policies for all colleagues
- Opportunities for PPA at home for most teaching roles
- Internal and external CPD and Networks for all colleagues
- Employee benefits from Specsavers and Halfords – cycle to work scheme



**We have signed up to the  
education staff wellbeing charter  
because staff wellbeing matters**





## William Lovell Church of England Academy

Everyone has the potential to flourish. Rooted in our Christian foundation, we are an inclusive school that nurtures academically, morally, and spiritually. We commit to offering rich opportunities that prepare our students for life's journey.

We pursue excellence by planting seeds of curiosity, inspiring a love of learning, and cultivating high expectations through challenge and support.

We nourish strong roots of resilience, encouraging responsibility and empowering everyone to grow, confident and ready to make positive differences to society.

The light in our community helps us to grow, responsibility is the compass that guides us, and excellence is the path we walk to reach a brighter future.

**This is our William Lovell Legacy.**

### **William Lovell Church of England Academy Values**

- Responsibility
- Excellence
- Growth

*"The smallest of all seeds, when it has grown, is the greatest of shrubs and becomes a tree, so that the birds of the air come and make nests in its branches."*

*Matthew 13:32*

**The LAAT Trust promotes diversity and wants a workforce which reflects Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.**

# Job Description

## Key Tasks and Responsibilities

Co-ordinate on-call rotas across the school and ensure appropriate provision is in place, working with the Headteacher and SLT.

Co-ordination of PSP and BOSS reviews.

Respond immediately to on-call requests as needed throughout the school day.

Respond to behaviour incidents when on call or in allocated areas.

Apply de-escalation strategies to restore calm and ensure safety.

Work with staff and students following incidents to support successful reintegration.

Use restorative approaches to repair relationships and reduce repeat incidents.

Implement tailored behaviour plans and support strategies, reviewing and adjusting them based on student progress.

Support students in classes where behaviour difficulties are affecting learning.

Model consistent, fair behaviour expectations in line with the school behaviour policy.

Contribute to the running of internal inclusion rooms, reflection spaces or alternative provision units.

Assist with duties, transitions, and supervision of communal areas to maintain a calm school environment.

Support whole-school behaviour initiatives, assemblies, campaigns or reward systems.

Log incidents promptly and accurately on the school behaviour system.

Liaise with Aspirational Leads and SLT regarding repeated concerns.

Assist with supervision during social times, transitions and hotspots to prevent behaviour escalation.

Support with start-of-day routines, corridor presence and end-of-day exit procedures.



## Other

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during their work.

**The LAAT Trust promotes diversity and wants a workforce which reflects Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.**



## Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to your work or relevant experience.

### Training/Qualifications/Experience

	Essential	Desirable
Minimum of 5 O Levels/GCSEs (To include English and Mathematics at Grade C or 4 or above)	*	
Experience working a secondary school or similar educational setting	*	
Experience building positive relationships to support engagement and inclusion	*	
Experience of working with students with social, emotional or behavioural needs	*	
Experience working in schools with high levels of behavioural need or in challenging contexts	*	
Experience leading or supporting PSP (Pastoral Support Plans) / BOSS review or similar intervention meetings		*
Ability to de-escalate situations calmly and effectively	*	
Ability to motivate and engage students who may be disengaged	*	

### Professional knowledge and understanding

Demonstrate high levels of discretion	*	
Understanding of barriers to learning and inclusion	*	
Understanding of how to support positive behaviour and emotional regulation	*	
Understanding of behaviour systems within schools		*
Awareness of multi-agency support and early help processes		*
The ability to engage with disaffected young people/families to strive for a successful outcome	*	

### Safeguarding Children

Current Safeguarding Training	*	
Enhanced DBS Clearance	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

### Personal and Professional Skills and Attributes

#### Essential

#### Desirable

Promote the Christian ethos of the school	*	
Good communication skills, both verbal and written, to be able to communicate clearly	*	
Patient, empathetic and resilient	*	
Non-judgemental and inclusive approach to all students	*	
Commitment to improving outcomes for vulnerable learners	*	
Adaptable and solution-focused	*	

### Approach to work - Candidates should

Have exemplary standards of conduct and demonstrate sound work ethics	*	
Maintain confidentiality at all times	*	
Be consistent and fair	*	
Be calm, resilient and be able to work under pressure	*	
Be able to work independently as well as part of a team	*	
Have a commitment to work effectively with other professionals to meet the needs of the children	*	

### Behaviour Competencies - Candidates should

Be respectful and able to act with tact and diplomacy	*	
Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils	*	

### Other - Candidates should

Be a positive role model	*	
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## THE LAAT VALUES

These are not values we aspire to, they are the words that members of our tribe have used to describe our Trust. They are our DNA. They inform every action and decision we take. To our staff they are the standards by which we operate, to our leaders they are our code of conduct.



# Our commitment to you



We believe that our all Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:

**Transparency** – we will treat you with respect, honesty, and fairness.

**Protecting your privacy** – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

**Showcasing talent** – we'll provide a good opportunity for you to share your skills, experience, and potential.

**Feedback** – we will provide constructive feedback professionally.

**Listening** – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

- Providing you with clear, accurate and timely information.
- Giving you the opportunity to ask questions – and providing you with answers.
- Following a fair assessment process.

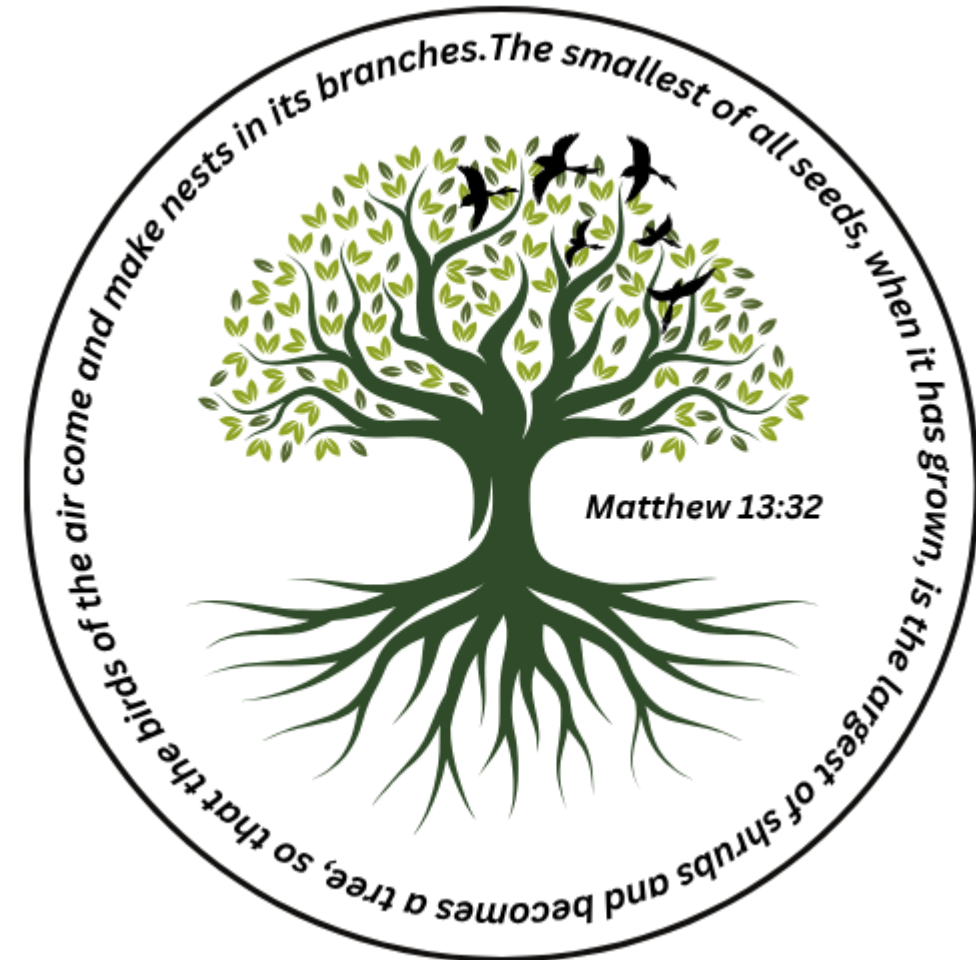
Please see link to our privacy notice for prospective candidates:

[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk)

To apply, register interest or get live updates of all our current vacancies please visit

[My Trust Careers](#) and create an account.

**In line with Keeping Children Safe in Education, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.**





**EXCELLENCE • GROWTH • RESPONSIBILITY**

### Where to find us

William Lovell Church of England Academy, Main Road, Stickney, Lincolnshire, PE22 8AA

Telephone: 01205 480352

Email: [enquiries@williamlovell.laat.co.uk](mailto:enquiries@williamlovell.laat.co.uk)

Please contact us if you would like an informal discussion or to arrange a visit the school.

We look forward to hearing from you.

