

Reflection Room Manager & Behaviour Mentor Recruitment Pack



Aim High. Be Proud. Love Life.

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Welcome from our Headteacher

A very warm welcome to Walker Riverside Academy; a fantastic school of which I am extremely proud to be the Headteacher.

Thank you for your interest in the position of Reflection Room Manager & Behaviour Mentor at Walker Riverside Academy. The Academy is an exciting and thriving 11-19 secondary school at the heart of its community in Walker, Newcastle upon Tyne.

Walker Riverside Academy serves the community of Walker in Newcastle upon Tyne and is an oversubscribed 11-19 secondary school with 1100 students on roll with that number predicted to increase in coming years.

We help our students to **aim high, be proud** and **love life**, in both their academic and career aspirations, supporting them at every step and guiding them upon options available. It is the daily embodiment of this ethos that makes Walker a truly special school community, with unique opportunities for involvement in the Combined Cadet Force, the TCAT Football Academy, and a growing post 16 partnership to deliver A-Levels at a local Trust partner school North East Futures UTC. The Academy has a curriculum with many unique aspects and a vision that students should be **Globally Aware, Culturally Aware, Self Aware** and **Life Ready with Ambition**. The four 'awares' are the cornerstones of the well considered curriculum intent. We want our students to be proud of both themselves and the school community they attend, whilst developing a love of Academy life. The investment in passionate pastoral and academic support for our young people ensures that we create an atmosphere in which we laugh and learn together. With all students being attached upon entry in Year 7 to one of three schools: Dobson, Grainger, or Stephenson, a sense of belonging and community is created from the outset.

At the heart of Walker Riverside Academy is its talented and dedicated staff. They are its most valuable asset, and they uphold ambitious educational standards which prepare all students for the next phase in their education and life and provide care, guidance, and support in a learning environment characterised by high standards of behaviour and mutual respect. Our Academy is always striving for brilliance and now is a fantastic time to become part of our Walker community, and our wider Tyne Coast Academy Trust.

Academy Life

For more information on Walker Riverside Academy please visit:

Website: www.wra.tynecoast.academy

Facebook: [@walkeracademy](https://www.facebook.com/walkeracademy)

Twitter: [@WalkerAcademy](https://twitter.com/WalkerAcademy)

A handwritten signature in black ink, appearing to read 'G Smith'.

Mr G Smith
Head Teacher

Tyne Coast Academy Trust

Tyne Coast Academy Trust is an outward facing Trust with strong links to other successful Trusts in the region. We are currently made up of five schools, two primary schools, two secondary schools and a UTC. The Trust also benefits from being in the unique position of being sponsored by Tyne Coast College (comprising of South Tyneside College and TyneMet College), a world class college with a reputation for excellence.

Our Vision

To be an outstanding MAT, providing world-class education and training.

Our Mission

To provide the highest quality education and training, preparing young people for the future.

Our Values

As an employer and a learning organisation, we will:

- Aim to be excellent in all that we do;
- Celebrate diversity and the rights of others;
- Act with integrity - fairly, openly and transparently; and
- Be welcoming and approachable to all.

Strategic Aims

We aim to:

- Provide high-quality teaching and learning;
- Create a high-quality learning environment;
- Be financially sound, modernise and grow, providing outstanding value for money;
- Provide a curriculum that meets the needs of all stakeholders in an ever-changing world; and
- Work in partnership with the communities we serve, agencies and employers.

Core Values

Tyne Coast Academy Trust:

- Believes every pupil should achieve their potential;
- Believes in developing strong relationships with our students, and never giving up on them;
- Believes in being a strong community presence, embedding everything we do in the local community;
- Values and respects the professionalism, commitment, and excellence in our staff;
- Believes the needs of employers should shape our curriculum;
- Will make a significant positive impact on the local, regional and national economy; and
- Welcomes and includes everyone in our community, and value individuality and diversity.

Employee Benefits

Across our trust our staff benefit from:

- A commitment to professional development for all staff;
- A focus on staff wellbeing with designated weeks;
- Access to the Local Government Pension Scheme;
- TCAT continues to follow the Green Book along with national conditions of service for non-teaching staff;
- An opportunity for cross-site working and career development opportunities, including within our Trust schools and our sponsor colleges;
- Access to free gym facilities.

The Application Process

Thank you for your interest in joining Walker Riverside Academy.

The job advert, job description and personal specification have been provided to decide whether you wish to apply for the position. Please take the time to match your skills, experience and career aspirations against this information when applying for the post.

The Application Form

It is important that you complete **all sections** of the application form and that you provide full and accurate information. Please note, CVs will not be accepted.

All applications must be returned by the closing date. Late applications will not be considered.

After the closing date all applications will be examined and shortlisting will take place. You will be notified by email if your application has been successful and you will be invited to attend an interview. Details of the interview, and any required tasks that you will need to prepare for, will also be sent to you. At this point references will be sought if permission has been given.

On the day of the interview you will be asked to bring various forms of identification and original certification as declared on your application.

Post Interview

You will be contacted to advise if you have been successful or unsuccessful. If you are the successful candidate you will be made a verbal offer of employment, which will be followed up with a conditional offer of employment.

Once all clearances are in place a start date will be confirmed and followed up with a final offer letter and statement of particulars.

Further Information

Application packs and further information can be found on the Tyne Coast Academy Trust website <https://www.tynecoast.academy/join-our-mat/recruitment>

Walker Riverside Academy and Tyne Coast Academy Trust are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate pre-employment checks including an enhanced DBS with barred list check. The Trust will also undertake an online search of publicly available information on all candidates who are shortlisted for an interview.

Job Advert

Reflection Room Manager & Behaviour Mentor

Fixed Term Contract until 31 August 2026

Working Term Time Only plus 10 days,

Grade N5 £29,064 - £31,022 per annum, Actual Pro-rata salary is £25,599- £27,323 per annum

Walker Riverside Academy is an exciting and thriving secondary school at the heart of its community in Walker, Newcastle upon Tyne. Walker is an oversubscribed secondary school with 1100 students on roll and this number is predicted to increase over coming years.

We are seeking to appoint a Reflection Room Manager & Behaviour Mentor to work in our designated area where you will supervise students working with them to provide both academic and pastoral support.

You will be supportive of the school's values and have the ability to encourage and motivate our students to be the best they can be.

We are committed to investing in our staff and you will receive a supportive induction programme and have access to high quality CPD. Opportunities are also available for Trust wide working and career development opportunities. You will also receive consistent support from a dedicated SLT, CEO, Trust Central Team, Local Governing Body and Trust Board.

The deadline for applications is 12.00 noon on Monday, 13 October 2025. Please return completed applications to applications@wra.tynecoast.academy.

Walker Riverside Academy and Tyne Coast Academy Trust are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks including an enhanced DBS with barred list check.

In accordance with Keeping Children Safe in Education 2025, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the interview process.

We are proud to be a Disability Confident employer and guarantee an interview to anyone who discloses a disability where their application meets the minimum criteria for the post.

Application packs and further information can be found on the academy trust website <https://www.tynecoast.academy/join-our-mat/recruitment>

Closing date for applications: Monday, 13 October 2025, 12.00 noon

Job Description

Job Title:	Reflection Room Manager and Behaviour Mentor
Salary:	Grade N5, with a pro-rata salary to work term time only plus 10 days
Accountable To:	Assistant Headteacher (Behaviour and Attitudes)

JOB PURPOSE

To work within the Reflection Room within the Academy, supervising students who are placed temporarily in Reflection. Managing and mediating behaviour issues immediately following an incident, facilitating and delivering behaviour restoration techniques with a view to helping students to correct their behaviour to an acceptable level and return to classrooms. Liaising with teachers, parents/carers and relevant agencies for further student support where required.

KEY RESULT AREAS

- Supervision of students in the Reflection Room,
- Ensure that all students are known and valued as individuals and that they know that they are valued as an individual,
- Managing student behaviour immediately following an incident,
- Working with students who have been placed in Reflection either on a full or part time basis,
- Conducting internal restorative justice techniques and discussions with students placed in reflection,
- Contribute to the effective working relationships with staff working closely with members of the pastoral team to ensure effective support for students,
- Supervising students in Reflection, supporting them with their learning following work provided by curriculum staff,
- Liaising with parents/carers and external agencies,
- Maintaining accurate student records,
- Maintaining a high level of communication with other staff members, in particular relevant teachers, pastoral and SEND staff,
- Attendance at any relevant meetings,
- Provide a safe, calm and well-ordered environment for all students and staff, focussed on safeguarding students' welfare and developing good behaviour in the Academy and in wider society,
- Undertake planned supervision of students both within the Academy and supervision of students on visits and trips,
- Establish constructive relationships and communicate with Academy staff and external agencies/professionals to support achievement and progress of students,
- Participate in the emergency first aid rota in school (appropriate training will be arranged),
- Undertake any other duties commensurate with the grade and nature of the role.

VARIATION IN THE ROLE

Given the dynamic nature of the role and structure of TCAT and Walker Riverside Academy, it must be accepted that, as TCAT and Walker Riverside Academy's work develops and changes, there will be a need for adjustments to the role and responsibilities of the post. The duties specified above are, therefore, not to be regarded as either exclusive or exhaustive. They may change from time to time commensurate with the grading level of the post and following consultation with the member of staff.

EQUALITY AND DIVERSITY

TCAT is committed to equality and diversity for all members of society. TCAT will take action to discharge this responsibility but many of the actions will rely on individual staff members at TCAT embracing their responsibilities with such a commitment and ensuring a positive and collaborative approach to Equality and Diversity. This will require staff to support TCAT's initiatives on Equality and Diversity which will include embracing development and training designed to enhance practices and the experiences of staff, students and visitors to TCAT with an all inclusive approach that celebrates differences. Failure to embrace these commitments may lead to formal action.

If you as a member of staff identify how you or TCAT can improve its practice on Equality and Diversity, please contact the Chief Operating Officer.

HEALTH AND SAFETY

All members of staff have a duty to maintain safe and clean conditions in their work area and co-operate with TCAT on matters of Health and Safety. This will include assisting with undertaking risk assessments and carrying out appropriate actions as required. Staff are required to refer to TCAT Health and Safety Policies in respect to their specific duties and responsibilities.

STAFF DEVELOPMENT

All staff are required to participate fully in TCAT Staff Development programmes and have a responsibility to identify their own professional development needs in conjunction with their line manager.

COMMITMENT TO SAFEGUARDING VULNERABLE GROUPS

TCAT is committed to safeguarding and promoting the welfare of children and young people, as well as vulnerable adults, and expects all staff and volunteers to share this commitment.

Person Specification

Reflection Room Manager and Behaviour Mentor

	CRITERIA	Essential/ Desirable	Where assessed
	Qualifications and Education		
1	Maths and English GCSEs at 9 - 4/A* - C, including English and Maths or equivalent qualifications	E	A/C
2	Further relevant training/development	D	A/C
	Experience and Knowledge		
3	Experience of working in a pastoral capacity within a secondary school setting	E	A, I, R
4	Experience of implementing strategies to develop positive behaviours in students	E	A, I, R
5	Experience of working with external agencies	D	A, I, R
6	Experience of working in a reflection/behaviour support unit environment	D	A, I, R
7	Knowledge of strategies to develop positive behaviour in students	E	A, I, R
8	Understanding of a range of pastoral issues	E	A, I, R
9	Knowledge of strategies to promote student engagement	E	A, I, R
	Skills		
10	Excellent written and verbal communication skills	E	A, I, R
11	Ability to work alone and make decisions when required as well as working as part of a team	E	A, I, R
12	Competent IT skills	E	A, I, R
13	Ability to organise work, prioritise tasks and manage time effectively	E	A, I, R
14	Ability to deal effectively with complex situations and make informed decisions	E	A, I, R
	Personal Attributes		
15	A commitment to safeguarding and promoting the welfare of children and young people	E	A, I, R
16	Ability to establish excellent and professional relationships with students, colleagues and parents	E	A, I, R
17	Prepared to work flexibly to meet work requirements	E	A, I, R

Key: Where Assessed

A - Application Form

C - Certificates

I - Interview

R - References

Please set out how you meet the essential and if appropriate desirable criteria in your application form. The person specification will be used to shortlist candidates for interview.

The Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. The Trust is committed to safeguarding and promoting the welfare of children and young people and it expects staff and volunteers to share this commitment.



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