

St Bede's Catholic College



Recruitment pack for the post of:

Student Behaviour Mentor

Permanent, 32.5 hours per week, term time only

from 1st September 2026

Pay scale BG9 SCP 19 – 23 £25,441 - £27,323 (actual salary)

Closing date: Noon on Thursday 9th July 2026



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www.stbedesc.org



Long Cross, Lawrence Weston, Bristol, BS11 0SU

St. Bede's Catholic College

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Principal: Mr R. J. King, M.Ed

Dear Applicant,

Thank you for your interest in the post of Student Behaviour Mentor at St Bede's Catholic College.

St Bede's is a great place of learning with a distinctive culture and spirit. Visitors often comment on the calm, industrious atmosphere where students are inspired to develop their talents and challenged to achieve excellence. Achievement and effort are recognised, valued, and celebrated at every opportunity.

Both within and beyond the classroom, students are offered a wealth of opportunities to explore their gifts and grow in confidence, resilience, and independence. As a Catholic college, we place spiritual and moral development at the heart of our work, fostering faith, compassion, and service in every member of our community.

Our students are ambitious, enquiring, and open-minded. They are encouraged to think critically, work hard, and aspire to excellence in all they do. Academic success has long been a hallmark of St Bede's, but our vision extends beyond results—we aim to form well-rounded individuals, confident in themselves and committed to the common good.

When you visit our vibrant community, you will find that quality, respect, and purpose underpin everything we do.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'R. King', written over a light blue horizontal line.

Mr R King

Principal



The **St Bede's Way** is our practical guide to the culture and ethos that defines life in our college community. It sets out how we aspire to work together and support one another to achieve excellence.

St Bede's has one simple message: **Work Hard. Be Kind. Do The Right Thing.**

Where Excellence meets Purpose

At St. Bede's Catholic College, we believe that our colleagues are the heartbeat of our institution. We are not just a school; we are a community committed to fostering an environment where every member thrives.

As you consider joining our team, here's what we promise to provide you:

Inspiring Mission and Values:

Be part of a community driven by a rich heritage and a commitment to excellence in education. Our Catholic values permeate everything we do, creating a purpose-driven work environment.

Collaborative and Inclusive Culture:

Embrace a culture of collaboration, where your unique skills and perspectives are valued. We are committed to creating an inclusive atmosphere that celebrates diversity and encourages open dialogue.

Professional Growth and Development:

Your growth matters to us. Access ongoing professional development opportunities, workshops, and mentorship programs to ensure you stay at the forefront of your field and achieve your career goals.

Student-Centric Approach:

Experience the joy of shaping young minds. Our student-centric approach prioritises their holistic development, providing you with the satisfaction of contributing to their growth and success.

Work-Life Balance:

We understand the importance of a balanced life. Enjoy a supportive work environment that values your well-being, providing flexibility and resources to help you maintain a healthy work-life balance.

State-of-the-Art Facilities:

Work in a modern and well-equipped campus that fosters a positive learning environment. Our facilities are designed to inspire creativity and innovation in both students and staff.

Community Engagement:

Engage with the local community and make a difference beyond the classroom. Join initiatives that connect our school with the broader community, reinforcing our commitment to social responsibility.

Join St. Bede's Catholic College and be part of a community where your skills are appreciated, your growth is nurtured, and your contributions make a lasting impact on the lives of students.

Student Behaviour Mentor: Make a Lasting Difference at St Bede's Catholic College

We are seeking an exceptional Student Behaviour Mentor to join our pastoral team in a newly created role that reflects our commitment to ensuring every student can thrive academically, socially and emotionally.

This is an exciting opportunity to help shape and develop a key position within our pastoral strategy, working directly with students, families and staff to remove barriers to learning and support positive behaviour, engagement and attendance.

As Student Behaviour Mentor, you will provide targeted mentoring and coaching to students requiring additional support, helping them develop the skills, confidence and resilience needed to achieve their full potential. You will build strong relationships with students and families, coordinate personalised interventions, contribute to behaviour improvement strategies, and play a central role in our Inclusion Hub.

Working closely with senior leaders, Heads of House, safeguarding colleagues and the wider pastoral team, you will have the opportunity to make a genuine impact on the lives of young people every day.

We are looking for someone who:

- Has experience working with secondary-aged young people, either in a paid or voluntary capacity.
- Understands the factors that influence student behaviour and engagement.
- Can build trusting and productive relationships with students and families.
- Is resilient, patient and committed to high standards for all students.
- Has excellent communication, organisational and problem-solving skills.
- Can motivate and support students who may be disengaged from learning.
- Shares our commitment to inclusion, personal development and student success.

Why Join St Bede's?

St Bede's Catholic College is a welcoming and ambitious community where staff are valued, supported and encouraged to develop professionally. Our Catholic ethos underpins everything we do, inspiring us to nurture the whole person and ensure every student is known, valued and challenged to achieve their best.

This new role offers a unique opportunity to contribute to the continued development of our pastoral provision and to help shape the support available to some of our most vulnerable and disadvantaged students.

Why Choose Us

St Bede's Catholic College has an exceptional reputation locally, within the Diocese and nationally. We are recognised by the Diocese as an Outstanding Catholic school and hold a range of awards and accreditations, including:

- SEND Inclusion Award for excellence in supporting students with special educational needs
- Beacon Status for Holocaust Education
- Geography Quality Mark and an ISM Award for excellence in Music
- SSAT recognition for Leadership through Moral Purpose and Engagement with Research and Evidence
- Leading Parent Partnership Award
- Investor in People (re-accredited)

What We Offer

- A school committed to ensuring every child reaches their full potential, regardless of ability
- A collaborative working culture that promotes efficiency and a healthy work-life balance
- Excellent CPD and professional development opportunities
- Free onsite parking (where available)
- 25 days annual leave for support staff, increasing by 1 day per year to a maximum of 30 days after 5 years (plus 8 bank holidays)
- Local Government Pension Scheme
- Access to a free Employee Assistance Programme
- Free eye tests

Additional Information: All posts at St Bede's Catholic College are subject to a 6-month probationary period.

JOB DESCRIPTION - Student Behaviour Mentor

- **GRADE:** Grade 9 (point 19-23)
- **MANAGED BY** Assistant Principal - Behaviour
- **HOURS:** 32.5 hours per week, term time only including in-service days
Monday – Friday 08.30 – 15.30 (30-minute break)

It is the responsibility of all staff to support the provision of a good education for all students.

Purpose of the Job

Under the general supervision of the Assistant Principal responsible for Behaviour to provide targeted behaviour mentoring, coaching and pastoral support for students, working in partnership with families and staff to improve behaviour, engagement and attendance, enabling students to achieve their full potential.

Key Job Outcomes

1. Work alongside the Assistant Principal responsible for Behaviours for Excellence, other members of the Senior Leadership Team (SLT) and Heads of Houses when identifying students requiring behaviour support.
2. Develop strong, supportive relationships with students and their families to guide them through academic, social, and emotional challenges.
3. Oversee supervision of the Inclusion Hub during designated times of the day.
4. Provide targeted 1:1 or small-group mentoring, delivering bespoke strategies to help students manage their behaviour.
5. Engage with current research and evidence-informed practice to identify and implement high-impact interventions that improve students' behaviour, engagement and overall outcomes.
6. Maintain a flexibility to support the SLT with responding to behaviour events
7. Develop resources and programs alongside the Assistant Principal that will provide tailored guidance to need students needs.
8. Lead in the coordination of agreed actions for identified students, including the development of guided reflection tasks and the recording and monitoring the impact of agreed interventions. This work will involve:
 - a. Devising and adapting personalised intervention plans with clear short-term and long-term targets, updating administrative records where required
 - b. Support students with complex needs, including identifying and making referrals to the SENCO where necessary
 - c. Meet with the pastoral, wellbeing and student support colleagues, including the safeguarding team
 - d. Attend meetings when assigning bespoke alternative activities and interventions for students.
9. Communicate efficiently and consistently with families of students receiving behaviour intervention. This will include responding to a range of routine and more complex written, telephone and in-person enquiries.
10. Provide regular feedback of student progress to families, students, subject teachers and other colleagues where necessary, to enable effective support and care.
11. Uphold safeguarding and health & safety policies, reporting concerns promptly to the college Designated Safeguarding Lead (DSL) or Deputy Designated Safeguarding Lead (DDSL)
12. Undertake additional duties as required to support the SLT.
13. Ensure secure handling of confidential data and information to comply with college policy and with the data protection act.

Person Specification

Qualifications & Experience

- Prior experience working with secondary age students (paid or voluntary) and as part of a team
- Confidence using IT for data tracking, reporting, and communication
- Understanding of the factors that influence student behaviour and experience of implementing behaviour support strategies

Skills & Attributes

- Excellent oral and written communication suited to different audiences
- Ability to motivate, build trust with, and adapt strategies for disaffected learners
- Strong organisational, analytical, and problem-solving skills
- Creative thinking and initiative in developing support strategies
- Patience and
- Commitment, resilience, high standards, and a student-centred ethos

Desirable

- A degree or Level 4 qualification
- Experience in mentoring or tutoring
- Knowledge of behaviour management, restorative approaches, and external support agencies

Context

This post is a new role formed as part of the college pastoral strategy. The post is subject to a six-month probationary period. The post holder would need to maintain a professional presence and level of working at all times across all aspects of the role.

Key Contacts

The College Strategic Leadership Team, all staff, students, parents and visitors to the College.

General Accountabilities

- A. So far as reasonably practicable, the post holder must promote safe working practices within their work areas.
- B. Work in compliance with the College policies and procedures.
- C. Ensure that output and quality of work is of a high standard and complies with the high expectations of the college for all employees.
- D. The Governors are the employers of all staff within the college, and they have adopted the Catholic Education Service Disciplinary and Grievance Procedures and Contracts of Service.
- E. All employees participate in an annual review of performance and agree targets for further development.
- F. Support the Catholic ethos of St Bede's as a Catholic college.

This Job Description sets out the key outcomes required. It does not specify in detail the activities required to achieve these outcomes.

How to Apply

Please submit your application online via E-Teach and submit this with a letter outlining your experience and suitability for this role by noon on Thursday 9th July 2026

Paper copies of the application form are available on request.

If you have any queries regarding the post or to arrange a school tour or telephone discussion, please email Claire Walker, PA to the Principal, at walkerc@stbcc.org

No other application forms or curriculum vitae' will be accepted.

We are an equal opportunities employer and committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment.

We follow safer recruitment practices and appointments are subject to an enhanced DBS check, satisfactory references, online screening, qualification verification and evidence of your right to work in the UK. We are not able to offer visa sponsorship.

Our safer recruiting and safeguarding policies are available on our website: www.stbedesc.org

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