**Job Description: Youth Mentor**

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| **Location:** | Walsall, West Midlands, UK |
| **Salary:** | Grade 6 £22,444pa – 24,775pa  (Actual Salary (depending on experience)) |
| **Hours:** | 30 hours per week (flexible working hours request will be considered) |
| **Contract:** | Term Time + 3 weeks, Permanent |
| **Reports to:** | Associate Principal |

**Job Purpose:**  
To support and mentor young people in an alternative provision setting, helping them to overcome barriers to learning and achieve their full potential. The role involves operational support for behaviour management particularly during lesson change over times, working closely with students, staff, and external agencies to provide holistic support tailored to individual needs.

**Key Responsibilities:**

* Develop and maintain positive relationships with young people, providing guidance and support.
* Plan and deliver engaging activities and interventions that promote personal, social, and educational development.
* Work collaboratively with teaching staff to support students' learning and behaviour in the classroom.
* Monitor and report on students' progress, providing regular feedback to students, parents, and staff.
* Support students in developing coping strategies and resilience to manage their behaviour and emotions.
* Perform duties as a Deputy Designated Safeguarding Lead
* Liaise with external agencies, such as social services, mental health professionals, and youth justice, to coordinate support for students.
* Maintain accurate records and ensure confidentiality in line with school policies and procedures.
* Promote a safe and inclusive environment for all students.

**Qualifications and Experience:**

* A relevant qualification in youth work, social work, education, or a related field (e.g., Level 3 Diploma in Youth Work Practice).
* Experience working with young people in an educational or youth work setting, particularly those with challenging behaviour or additional needs.
* Knowledge of safeguarding procedures and experience in implementing them.
* Strong communication and interpersonal skills, with the ability to build rapport with young people and colleagues.
* Ability to work independently and as part of a team, managing a diverse workload.
* Sound understanding of legislation and guidance for supporting vulnerable pupils including Use of Reasonable Force, Keeping Children Safe in Education and Working Together to Safeguard Children

**Skills and Attributes:**

* Empathy and patience, with a genuine passion for supporting young people.
* Strong organisational skills and the ability to plan and deliver effective interventions.
* Resilience and the ability to remain calm under pressure.
* Creativity and flexibility in approach to meet the diverse needs of students.
* Commitment to continuous professional development and reflective practice.

**Person Specification: Youth Worker/Mentor**

**Essential Criteria:**

* Relevant qualification in youth work, social work, education or a related field.
* Experience working with young people, particularly those with challenging behaviour or additional needs.
* Knowledge of safeguarding procedures.
* Excellent communication and interpersonal skills.
* Ability to work both independently and as part of a team.
* Strong organisational skills and the ability to manage a diverse workload.
* Empathy, patience, and a genuine passion for supporting young people.

**Desirable Criteria:**

* Additional qualifications or training in areas such as mental health, special educational needs, or behaviour management.
* Experience working in an alternative provision or similar educational setting.
* Knowledge of local support services and agencies in Walsall.
* Experience in planning and delivering group activities and interventions.
* Ability to use data to monitor and report on student progress.