

Behaviour for Learning Mentors required



RECRUITMENT PACK



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Proud member of Impact Education Multi Academy Trust



Our Academy



It is with great pleasure that I welcome you, on behalf of the children, staff and governors, to The Whitley AP Academy. We are an Alternative Provision Academy serving the Calderdale area and we are based in Illingworth, Halifax.

We are commissioned by Calderdale Council to provide eighty places for young people across Key Stages 2, 3 and 4. The Academy is part of Impact Education Multi Academy Trust, a Trust dedicated to improving the life chances of children and young people.

Our vision is for The Whitley AP Academy to be a school that works hard to develop confidence, a love of learning, resilience and kindness in our pupils. We have high expectations, which support the individual needs of all of our pupils, whilst placing an emphasis on positive attitudes to learning, building effective relationships and developing a strong moral compass.

Mr Phillip Hannah
Headteacher



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Job Description

Post:	Behaviour for Learning (BfL) Mentors required
Overview:	The primary focus of the roles are to maintain good order and to keep pupils on task in lessons and at social times; working collaboratively with teachers to establish and maintain a positive climate for learning for all pupils, and supporting them in making progress in all subjects.
Salary:	Scale 4 / 5 (SCP 7 – 17)
Actual Salary:	£18,548.79 - £21,966.28
Role:	Permanent, Term Time only – plus five days, 32.5 hours per week
Responsible to:	Pastoral Leads / Pastoral Manager

Key Duties and Responsibilities

- To support the delivery of learning, participating in planning and implementation of programmes of study and record keeping.
- To support pupils, recognising and responding to their individual needs, encouraging them to interact and work co-operatively with others, providing feedback in relation to progress and achievement.
- To be aware of and support difference, ensuring all pupils have equal access to opportunities to learn and develop.
- To support in identifying and promoting positive behavioural change in pupils experiencing SEMH issues.
- To establish positive working relationships with pupils, acting as a role model.
- To provide information and advice to enable pupils to make choices about their learning, behaviour and attendance, challenging and motivating pupils, and promoting and reinforcing self-esteem.
- To regularly liaise with parents / carers, sensitively and effectively.
- To build supportive relationships with parents and other schools and agencies to promote effective working relationships.
- To assist teachers in the production of Pupil Focus Reports, Behaviour Management Plans, SEMH assessments, and individual case studies.
- To be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To develop an increased knowledge base and relevant expertise through CPD, attendance on accredited courses and self-study.
- To support the effective use of ICT in learning activities.



Please note that this is illustrative of the general nature and level or responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out, which would be determined by the Line Manager or Senior Leaders.

Impact Education Multi Academy Trust is committed to safeguarding staff and students and expects all employees and volunteers to share this commitment. All posts are subject to an enhanced Disclosing and Barring Service DBS check. All interviews will include a question about Safeguarding and any anomalies identified in pre-recruitment checks will be discussed at interview.

Person Specification

Post: Behaviour for Learning (BfL) Mentors

Post Grade: Scale 4 / 5 (SCP 7 – 17)

	Criteria – Essential (E) / Desirable (D)	How Identified
Experience	<p>Experience of working in an effective team. (E)</p> <p>Experience of working with or caring for children of relevant age, e.g., voluntary organisation or parental / caring responsibilities. (D)</p> <p>Experience of working with Primary and Secondary aged pupils with special needs including emotional and behavioural difficulties. (D)</p> <p>Experience of working with parents, schools and support agencies. (D)</p>	<p>Application Form</p> <p>References</p> <p>Interview</p>
Knowledge & Skills	<p>Ability to relate well to pupils and adults, and an ability to work as part of a team. (E)</p> <p>Ability to remain calm under pressure. (E)</p> <p>Demonstrate good co-operative, interpersonal and effective listening skills. (E)</p> <p>Maintain confidentiality in matters relating to the Academy. (E)</p> <p>Ability to cope with the requirements of the post, which will include working with pupils who have emotional / behavioural / physical difficulties. (E)</p> <p>Exercising advisory, guiding, negotiating and persuasive skills at a developed level. (E)</p>	<p>Application Form</p> <p>References</p> <p>Interview</p>

	<p>An understanding of the issues relating to pupils who have additional learning needs, more able and special educational needs. (D)</p> <p>Awareness of safeguarding issues. (E)</p> <p>Awareness of child development. (D)</p> <p>Good communication skills. (E)</p> <p>Good numeracy / literacy skills. (E)</p> <p>Basic ICT skills. (E)</p>	
Qualifications / Training	<p>GCSE English and Maths or equivalent e.g., Adult Literacy / Numeracy at Level 1. (E)</p> <p>Other relevant qualifications relating to the post e.g., Level 2 NVQ in Health / Childcare, first aid qualification. (D)</p> <p>Evidence of further training / development and / or willingness to participate in further training and development opportunities e.g., Team Teach, Moving & Handling, Special Educational Needs. (D)</p> <p>A full driving licence. (D)</p>	Application Form



CEO Message

I am proud to welcome you to **Impact Education**. We are a diverse family of Primary, Secondary, Alternative Provision and All-Through Academies, serving young people and their communities in Calderdale and Kirklees, West Yorkshire.

Our **vision** is to be a Trust **where hearts and minds connect**; values-driven partners who work collaboratively to provide a high-quality whole education that impacts positively on our young people. We are on a **mission** to improve their life chances, challenging social disadvantage and championing inclusion. We believe in student agency and equipping our young people with the knowledge, skills and qualities to be successful in learning, life and work.

Our **people** are empowered to create, explore, share and learn from each other and the wider system. They have access to high quality continued professional development and learning. We work hard, but not at the expense of wellbeing, and we want all our people to feel valued, respected and happy in their work.

Our **values** of Heart, Mind and Connect underpin everything we do and our **core principles** articulate how we will live these out.

If you are interested in learning more about our Trust, please make contact, there is so much to share.

Best Wishes,
Mick Kay
Chief Executive Officer

Impact Education Multi Academy Trust

A Department for Education (DFE) approved academy sponsor based in West Yorkshire. Founded in 2016, Impact Education Multi Academy Trust consist of seven academies including primary, secondary, all-through and alternative provision sectors across Calderdale and Kirklees.

Our Trust Our Family



Our family of academies work collaboratively to create a trust **Where Hearts & Minds Connect** with value-driven partners to ensure education impacts positively on students, staff and communities we serve.



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Benefits of Joining

All staff within our Trust will receive a planned induction to ensure that your career with us gets off to the best start possible. Our staff can also apply to take part in a range of external development programmes, including NPQs and other role-specific CPD is also actively supported, e.g. Finance qualifications.

You will also have opportunities to develop your skills and knowledge by working across the Trust on school improvement workstreams.

Staff wellbeing is important to us and colleagues new to the Trust will be automatically enrolled into our employee benefits platform 'Smart Hive', which gives access to a range of benefits:

- Car Benefit Scheme
- Cycle to Work Scheme
- Employee Assistant Programme (Including LifeWorks health & wellbeing portal & App)
- Face-to-face or telephone counselling (also available for immediate family members)
- Online Cognitive Behaviour Therapy (CBT) (also available for immediate family members)
- Gym Discounts
- Mobile phone deals
- Retail Discounts Scheme

For further information about working for Impact Education MAT, please visit our website:

www.i-mat.org.uk/working-for-us/

For application forms please contact hr@i-mat.org



We listen to our people and measure the health of our culture through our partnership with [The Happiness Index](#). We use their employee engagement and happiness platform to gather feedback anonymously and help drive a happier, healthier and higher-performing organisation.



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