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| Post title | Behaviour Inclusion Mentor (temporary for 1 year in the first instance) |
| Location | Airedale Academy, Crewe Road, Airedale, Castleford, WF10 3JU |
| Grade | G7 SCP18-23 |
| Salary | £29,269-£32,076 FTE (Actual £24,810-£27,559 PA) |
| Hours | 37 hours per week, Term Time Only |



We are looking for a Behaviour Inclusion Mentor to work alongside our Behaviour Inclusion Manager in our secondary school at Airedale Academy.

Are you a resilient and experienced Behaviour Inclusion Mentor looking for new challenges? Do you have previous experience working with challenging behaviour? Are you keen to join a supportive and committed team? Are you a positive and caring individual, with excellent pastoral skills, who can make a difference and raise aspirations across all key stages for young people, if you have answered yes to the above then this is the role for you.

This post reports to the Behaviour Inclusion Manager and involves addressing and supporting the needs of students who require particular help to overcome barriers to learning. You will support with the management and implementation of Academy wide behaviour and policies and promote the Academy and Trust's values and expectations to monitor the use of alternative provision across the Academy, adding capacity to our pastoral teams.

You will support the Behaviour Inclusion Manager in developing appropriate and relevant mentoring programmes for students who are at risk of suspension or permanent exclusion and provide support in addressing the needs of these students.

The successful candidate will have the ability to relate well to children and adults, can deal with conflicting demands and be able to work flexibly. You will also have knowledge of behaviour management strategies and how to implement them and promote the speedy/effective transfer of students across phases/integration of those who have been absent.

You will be a positive influence on the climate and expectations of the Academy and understand classroom roles and responsibilities and your own position within these. You will also be a talented individual who will foster a supportive learning environment for our students.

You will be working with students, colleagues, and visitors across the school, so you will need to love working with people, have very high standards and be prepared to work hard. You will be a committed team player with excellent organisational and technical skills with the ability to problem solve and support across all areas in relation to behaviour and expectations. It is

essential that you have experience of working with challenging behaviour in a similar setting and have excellent behaviour management skills.

We are situated in the former industrial heartland of Yorkshire, close to the junction of the M62 and A1 and its transport links. The Trust currently comprises four schools across the primary and secondary phases, with plans for future growth and the opportunities that brings. Airedale Academy itself is a good school, with solid finances and rising pupil numbers over the next few years.

Our wellbeing programme includes a range of benefits including:

- The opportunity to work collaboratively within a vibrant, supportive family of schools.
- Use of Every to assist with CPD and the development of all staff.
- Our commitment to staff wellbeing (as shown by our Wellbeing Awards for Schools and school-based Staff Wellbeing Ambassadors who are all trained Mental Health First Aiders).
- Wellbeing provision – EAP (Employee Assistance Programme) through School Wellbeing offering over 21 services
- Annual appraisals.
- National College membership.
- The Key membership.
- Recognition including Random Acts of Kindness and Staff Awards.
- Our Northern Lights Trust Recognition scheme.
- Discounted Microsoft products.
- Annual flu jabs.

Talk to our staff or pupils and you will find out how proud we are of our school, its supportive atmosphere and strong team ethos.

If you would like to arrange a visit please contact the Trust HR Department by email HR@northernambition.org.uk or by telephone on 01977 664555.

For further details, including the recruitment pack and Trust brochure, visit www.northernambition.co.uk

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| Closing date for applications | 8 am Wednesday 31 st January 2024 |
| Date of interview | Wednesday 7 th February 2024 |

Northern Ambition Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful applicant will be required to complete an enhanced DBS check.