



Southwark Park Primary School

Headteacher: Mr Carl Vernalls

Deputy Headteacher: Mr Andrew Sinko

Position: Behaviour Mentor
Contract: 33.75 hours per week, Term Time only (38 weeks p.a.)
Start Date: 1 September 2024
NJC Pay Grade: Grade 5 (Spine point 6 -13)
Salary: £28,977 - £32,205 pro-rata
Actual Salary: £22,893 - £25,443

Job Description

- To play an active role supporting pupils with complex behaviour needs and emotions on a day-to-day basis during learning times, playtimes, and small group interventions
- To work under the direction of the Deputy Headteacher to implement ongoing behavioural and emotional interventions and ensure effective communication regarding behaviour is maintained throughout the school
- To work closely with external agencies to ensure the delivery of interventions for students, who may require additional support with the development of their personal skills and enable them to emotionally regulate and fully participate in learning
- To have a mindset that behaviours can be impacted through the influence of positive role-models at school and support other professionals with adapting a similar mindset.

Experience

- A minimum of three years working with young people
- Experience of developing and delivering a range of structured and unstructured interventions for young people with complex behaviour needs
- Plan and deliver a wide range of extra-curricular activities which promote good behaviour, better social skills and wellbeing, including during breaks and lunchtimes
- Experience promoting positive relationships and wellbeing amongst pupils
- Experience of engaging marginalised and excluded young people
- Direct experience of working with young people across different ages and ethnicities
- Experience of working with multi-agency services to support pupils
- Experience of promoting diversity, inclusion and equal opportunity practices
- Experience of monitoring and evaluating interventions, as well as making factual reports
- Experience working with the DSL to ensure safeguarding concerns follow the schools protocol
- Experience providing regular feedback related to your work as a behaviour specialist



383 Southwark Park Road, SE16 2JH, London

020 7394 4000

office@southwarkpark.southwark.sch.uk

Respect | Responsibility | Excellence





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Knowledge

- Knowledge of the needs of young people, gender issues and how race, class and culture impact behaviour
- Knowledge of methods that engage and work well with young people, particularly those marginalised and excluded
- Knowledge of evaluation and monitoring systems
- Knowledge of intentions that can support pupils with complex behaviour needs and those who have experienced trauma

Personal Attributes

- Commitment to the vision, mission and values
- Demonstrate resilience when working alongside children with complex needs
- Ability to work out of normal working hours

Skills and Abilities

- Ability to assist with transitions for children new to the school and those who are going off to secondary school
- Ability to communicate effectively with parents and promote engagement
- Ability to identify project/service aims, and able to work independently
- Inner drive to deliver to high standards
- Ability to effectively listen and communicate with Class Teachers, Deputy Headteacher and SENDCo regarding the children that are directly supported
- Ability to plan and develop projects and resources efficiently to deliver best results
- Ability to communicate concisely orally and in writing
- Ability to maintain positive working relationships and open to making personal changes
- Ability to maintain social, organisational and ethical values in all functions of the role
- Actively promote diversity in services provision and employment
- Ability to plan and organise to manage multiple tasks and priorities while taking responsibility for own continuous learning and professional development
- Ability to use ICT software and systems to communicate, monitor, and develop interventions



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General Information

Participate in the performance and development review process and take personal responsibility for identifying training needs and opportunities in consultation with the Senior Leadership Team.

Carry out all duties in accordance with due regard to the school policies such as Child Protection, Health and Safety, Equal Opportunities and Data Protection.

Special Conditions of Service:

Because of the nature of the post, candidates are not entitled to withhold information regarding convictions by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 as amended.

Candidates are required to give details of any convictions on their application form and are expected to disclose such information at the appointment interview.

The above list is not exhaustive and other duties may be attached to the post from time to time. Variation may also occur to the duties and responsibilities without changing the general character of the post.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for the successful applicant.



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Person Specification	Essential	Desirable	Method of Assessment*
Qualifications			
GCSE A-C/Grade 4 or above in Maths and English, or equivalent	✓		A
Experience			
A minimum of three years working with young people	✓		A
Experience of developing and delivering a range of structured and unstructured interventions for young people with complex behaviour needs	✓		A/I
Direct experience of working with young people across different ages and ethnicities	✓		A/I
Experience of working with multi-agency services to support pupils		✓	A/I
Experience working with the DSL to ensure safeguarding concerns follow the schools protocol	✓		A/I
Knowledge			
Knowledge of methods that engage and work well with young people, particularly those marginalised and excluded	✓		A/I
Knowledge of intentions that can support pupils with complex behaviour needs and those who have experienced trauma	✓		A/I
Personal Attributes			
Demonstrate resilience when working alongside children with complex needs	✓		A/I
Skills and Abilities			
Ability to communicate effectively with parents and promote engagement	✓		A/I
Ability to effectively listen and communicate	✓		A/I
Ability to plan and develop projects and resources efficiently to deliver best results	✓		A/I
Ability to maintain positive working relationships and open to making personal changes	✓		A/I
Ability to use ICT software and systems to communicate, monitor, and develop interventions	✓		A

* I - Interview

A - Application Form

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