



Job Title:	Behaviour Mentor
Salary:	£21,600 - £23,200
Location:	Greater Manchester
Hours of Work:	Monday-Friday 8:15-16:00 – Term Time Only
Line Manager:	Head of School
How to apply:	Request an application pack - recruitment@fstmanagement.uk
Contact Details:	0330 118 0974

Job Description: Behaviour Mentor

A Behaviour Mentor works within First Steps Together Group schools to support students who experience behavioural challenges.

The role involves working one-on-one or in small groups with students to help them understand their behaviour and develop strategies to manage it more effectively. Behaviour Mentors often support students with social, emotional, and mental health (SEMH) needs or those who may have experienced trauma or challenging circumstances in their lives.

The aim of a Behaviour Mentor is to help students improve their behaviour, engage with their education, and develop positive relationships with peers and staff. This role requires patience, empathy, and the ability to build trust with young people who may be resistant to authority or struggling with emotional difficulties.

Why the Role of a Behaviour Mentor is Important

The role of a Behaviour Mentor is essential in creating an inclusive and supportive learning environment. Students with behavioural challenges are often at risk of disengagement from education, which can lead to poor academic outcomes and long-term difficulties in life.

Behaviour Mentors provide targeted interventions that help these students remain engaged with their education, offering them the tools and support needed to succeed in school and beyond.

By working with students to develop self-awareness, emotional regulation, and positive coping strategies, Behaviour Mentors play a crucial role in improving students' mental well-being and social skills. Their support not only benefits individual students but also contributes to a more positive and inclusive school culture for everyone.

Responsibilities of a Behaviour Mentor

A Behaviour Mentor has various responsibilities focused on supporting students with behavioural challenges and helping them improve their engagement with school life.

- **Supporting Individual Students:** Working one-on-one with students who need extra help managing their behaviour, providing mentorship and guidance to develop coping strategies.
- **Developing Behaviour Plans:** Creating tailored behaviour plans for students, which outline strategies for managing specific behavioural issues and achieving personal goals.
- **Liaising with Teachers and Staff:** Collaborating with teaching staff and other support professionals to ensure that students receive consistent support across different environments.
- **Monitoring Student Progress:** Tracking and reviewing students' progress to ensure that interventions are effective and that students are developing positive behaviour patterns.
- **Providing Emotional Support:** Helping students manage emotions such as anger, frustration, or anxiety, and offering a safe space for them to discuss their feelings.

Key Tasks of a Behaviour Mentor

Behaviour Mentors have several key tasks that involve direct support for students and collaboration with school staff to ensure a consistent and effective approach to managing behaviour.

- **Assessing Student Needs:** Identifying students who may benefit from behaviour support, conducting assessments, and developing tailored plans to address their needs.
- **Delivering One-on-One Mentorship:** Providing individualised support to students, helping them identify the causes of their behaviour and develop new, more positive coping strategies.
- **Facilitating Group Sessions:** Leading small group activities or discussions to help students develop social skills, teamwork, and positive behaviours.
- **Supporting in Classrooms:** Working alongside teachers to support students during lessons, helping them stay engaged and manage their behaviour in a classroom setting.
- **Communicating with Parents and Carers:** Liaising with families to ensure they are informed about their child's progress and are involved in developing behaviour management strategies.

Common Challenges of a Behaviour Mentor

Behaviour Mentors encounter several challenges in their work, often related to the complex emotional and behavioural needs of the students they support.

- **Dealing with Resistance:** Some students may be resistant to behaviour interventions, making it challenging to build trust and develop effective strategies.
- **Managing Aggressive Behaviour:** In some cases, students may exhibit aggressive or disruptive behaviour, requiring patience, de-escalation techniques, and a calm approach.
- **Balancing Caseloads:** Behaviour Mentors often work with multiple students at once, and managing the needs of several students can be demanding.
- **Addressing Underlying Issues:** Students' behavioural challenges are often linked to deeper emotional or social issues, which may require long-term support and multi-agency collaboration. SEND-specific resources can be limited, impacting the quality of support provided.

Desired Attributes

- Deep patience, empathy, and a calm demeanour under pressure
- Respectful, professional attitude when interacting with children, parents, and colleagues
- Punctuality and unwavering reliability—our pupils count on you every day
- A natural collaborator who listens, adapts, and shares feedback constructively
- Commitment to upholding dignity, privacy, and inclusion for all passengers

What We Offer

- Competitive salary and holiday pay
- Term-time working pattern with potential for additional hours supporting school trips
- Comprehensive induction and ongoing training in SEN awareness, first aid, and safeguarding
- A supportive team culture driven by shared purpose and continuous improvement
- Opportunities for career progression within our expanding SEN transport and care network

Safeguarding

Here at First Steps Together, we're committed to safeguarding the welfare of children and young people and promoting that commitment. We expect all our staff and volunteers to share in it, too, which is why – as part of the selection process – we'll carry out all the necessary checks to ensure you don't pose any risk of harm in your role here.

Join us and you'll be expected to actively contribute to our safeguarding commitment and promote child welfare in line with the school's Child Protection Policy. If ever there's a concern or issue, you'll be ready to report it to your Designated Safeguarding Lead or, in their absence, any Deputy Safeguarding Lead.

Review

The nature of this role means that this job description will be subject to an annual review with the potential for amendment or modification at any time after consultation directly with you. It by no means acts as a comprehensive statement of procedures and is just a way of setting out all the main expectations we'll have of you, here in the role as you deliver an impassioned and truly caring experience to our young people.