

Reintegration Mentor

Based at Beal High School - IG4 5LP

32.5 hours per week, 46.8 weeks per year

Salary: LBR 5 Scale Point 12-15: £31,524.00-£32,931.00 FTE (£28,295.42-£29,558.32 pro-rata amount)

Required: As soon as possible

Beacon Academy Trust is currently seeking to appoint a dynamic, creative and organised person to manage the day to day running of the Respite and Reintegration.

The Trust is committed to safeguarding and promoting the welfare of young people and expects all members of staff to share this commitment.

Enhanced DBS (with list checks) is required for this post.

The below documents must be read prior to applying for this role and will be factored into interviews:

[Keeping Children Safe in Education](#)

[BMAT – Safeguarding and Child Protection Policy](#)

Further information and an application form can be found at <https://nelta.co.uk/vacancies/>

Please forward your electronic applications to recruitment@beaconacademytrust.co.uk

Please note we reserve the right to close or extend this position depending on application numbers, therefore we would urge candidates to submit an application as soon as possible.



Beacon Multi Academy Trust Benefits

SCAN THE QR CODE
TO VIEW **CURRENT**
VACANCIES



Benenden Private Healthcare

Responsive medical care which can be extended to include family and friends - taxable benefit

Busy Beacons Nursery

Access to a BMAT term time only on-site nursery for all BMAT staff

Pay and Conditions:

16% PPA minimum for teaching staff

Retained School Teachers Pay and Conditions 2012 including automatic main scale progression for teaching staff

Access to Teachers' Pension Scheme (TPS) or to Local Government Pension Scheme (LGPS)*

CPD:

BMAT CPD Hub - Investment in training and professional development

A range of career opportunities across the Trust

*Where applicable

Staff Wellbeing:

Free access to a fully fitted on-site fitness suite on both campuses and staff shower facilities

Interest-free beneficial loans to spread the cost of computer equipment, bikes, transport season tickets and visa applications

Free hot drinks

Free on-site parking and electric vehicle charging points on campus

Winter wellbeing additional day holiday for all staff

Employee Assistance Programme. 365 days/24 hour helpline and additional support with legal, financial advice and counselling

Two weeks' full pay paternity leave*

Generous leave for full-time support staff

Team building and sports events to build cohesion and BMAT community

Microsoft Office 365 individual access from personal devices



Reintegration Mentor

Purpose of Post

In addition to those professional responsibilities that are common to all teachers in the school (Teachers Standards), the purpose of the post is to achieve the highest possible standards of behaviour, achievement and outcomes for the pupils in the R & R provision and ensure the effective support of pupils reintegrating into school following their period of internal exclusion. The post holder will ensure a cohesive and personalised programme of learning activities for students. This will involve incorporating a range of subjects as well as individual mentoring into a cross curricular programme for pupils and the provision of high-quality professional services, which meet the changing needs of Beal High School students.

General Duties and Responsibilities

Responsible to: Vice Principal

Maximising success – rapid progress, raising standards, adding value

- To co-ordinate and supervise internal exclusions and respite
- To develop mentoring strategies and programmes to support the personal development of students who have been internally excluded, promoting student learning and progress and a successful reintegration back into mainstream
- Keep an up to date logs on My Concern/ SIMs
- To work in partnership with a range of staff, agencies, and providers as appropriate to deliver a programme of learning activities for students
- To have pastoral and lead professional responsibility for a group of pupils, planning for positive outcomes
- To take an active role in encouraging good attendance of pupils
- To work with Heads of Year, Heads of School, the SEND and Wellbeing team and Vice Principal to develop and implement pupils' Individual Education Plans, including the arrangements for reintegration back to school or for transition to other suitable provision, education, employment or training as appropriate.
- Contribute to the management of student behaviour, contributing to the development and maintenance of the schools' policies which encourage positive student behaviour and implement agreed behaviour management procedures in the classroom.
- Have an awareness of child protection issues and policies.
- To communicate when needed with other secondary schools, parents, SLT, the designated Safeguarding lead and outside agencies
- To attend team meetings and participate in activities that support staff in the maintenance of discipline and ethos
- To assist and support other members of staff to ensure the smooth running of the R&R, including involvement in alternative provision/other schools
- To liaise and collaborate in joint work with other practitioners, educational colleagues, Education Welfare service, local agencies, and community groups in relation to aspects of young peoples' general welfare and educational developments
- To take positive action in respect of children with socially related emotional/behavioural difficulties with the aim of enabling them to access appropriate education
- Be responsible for the efficient management of referrals and own caseload
- Alongside the Vice Principal, to provide half termly, statistical analysis for SLT evaluation.

The above-mentioned duties are neither exclusive nor exhaustive, duties and responsibilities of the post may change as requirements and circumstances change.



Person Specification				
	Essential (E) Desirable (D)	App Fm	Intvw Ref	
Qualifications				
NVQ 3 or equivalent qualification	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Qualification at Level 2 (Grade C or above) in English, Maths and Science	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Knowledge / Skills / Experience				
Knowledge or experience of R & R or equivalent	D	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ICT skills and knowledge of other specialist equipment/resources.	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Excellent customer service skills	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Excellent time management and organisation skills	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to work effectively in a team and contribute to its success	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Good written English and effective communication skills	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to deal tactfully and confidently with telephone callers and visitors	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to remain calm, composed and flexible within a busy and demanding environment	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Ability to undertake a wide range of clerical, administrative and general duties.	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Accurate in recording details and make full use of the schools' computer systems	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Attributes				
Reliable, respectful, responsible & conscientious approach	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Flexibility to deal with diverse needs of the post and movement between departments and the Trust	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Establish and maintain appropriate relationships	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
High level of initiative and ability to work independently	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Integrity and confidentiality to be maintained at all times	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<p>BMAT is committed to safeguarding and promoting the welfare of young people and expects all members of staff to share this commitment.</p> <p>Enhanced DBS Disclosure is required for this post.</p>				

