



FULLHURST
COMMUNITY COLLEGE
EST. 1991

Behaviour Mentor

Information Pack





Dear Applicant,

It is a privilege to introduce myself as Principal and to thank you for expressing an interest in working with us here at Fullhurst Community College. To be part of Fullhurst Community College is to transform lives. We are proud to serve a diverse community of over 1275 students, aged 11-16 years, on our large sites in south west Leicester and are oversubscribed each year

As a college, we are very proud to have been the Department for Education Pupil Premium Secondary Regional Champion, Leicester Mercury School of the Year and shortlisted for the Pearson's 2018 National School of the year. Within our context the progress students make at Fullhurst is exceptional, something recognised in our most recent Ofsted inspection.

Fullhurst Community College was inspected by Ofsted in January 2018. We are very proud that Fullhurst Community College continues to be good. The report states; *"Staff work hard to maintain the schools many strengths and improve the school further. There is a clear-sighted focus on improving GCSE outcomes, combined with a deep-seated moral commitment to serving the needs of the young people in the area, especially the most vulnerable."*

Due to both the success and the popularity of the college, Fullhurst is currently expanding in student numbers and over the next two years will grow to accommodate 1500 students. Our newly built Fosse Campus has been developed to facilitate this and has been designed to echo the current Imperial Campus, with the blending of the traditional heritage of the front of the site with the new build at the rear. The continuity across the two sites maintains the college's identity and will aid the transition of students between the two campuses.

Your involvement in our commitment to transform the lives of young people from our local community cannot be underestimated. You will have ample opportunity to share in and enhance our current good practice. The potential for your own professional development is outstanding and we provide excellent support for new staff.

If you have any questions please do not hesitate to contact the college on 0116 282 4326 or via email recruitment@fullhurst.leicester.sch.uk Visits to the college are welcomed and encouraged; please contact us to arrange a convenient time. I look forward to receiving your application and accompanying letter explaining why you are a suitable applicant for the position.

Yours faithfully

S Piggot
Principal



Transforming lives

Principal: Mr Steve Piggot
Fullhurst Community College, Imperial Avenue, Leicester LE3 1AH
T: 0116 282 4326 F: 0116 282 5781 E: office@fullhurst.leicester.sch.uk
www.fullhurst.leicester.sch.uk



Fullhurst Community College

Reasons to join our team



Fullhurst Community College first opened its doors in 1991 and we have never been more excited about our future.

We listen to our staff

Following a recent annual staff survey, 96% rated the performance of the college as good or very good. 97% said they would recommend the college to prospective parents.

We value our staff

We have signed up to work towards achieving the Wellbeing Award for Schools (WAS). This award focuses on ensuring effective practice and provision is in place that promotes the emotional wellbeing and mental health of both staff and pupils. *"Staff value the support they receive from senior leaders as well as the focus on their well-being."* Ofsted January 2018

What we can offer you:

- A comprehensive induction process, with all new teaching staff offered a mentor.
- Commitment to providing a supportive and developmental culture for all staff, through an extensive CPD programme.
- Collaborative planning sessions, where dedicated time is set aside for the department to plan collectively and therefore reduce workload.
- A comprehensive support structure.
- Developmental lesson observations which are not graded.
- Free access to our fully equipped on-site gym and preferable rates for college facilities hire.
- Cycle to work scheme - designed to promote healthy travel to work and reduce carbon footprint.
- Childcare scheme - allows money to be taken out of your salary before Tax and National Insurance.
- Eye care vouchers - help with your eye care if your work involves significant periods of time looking at a computer screen.
- Vectis discount card - an easy way to save in store on shopping, eating out and much more.
- Annual flu jab - to protect against those winter germs.
- Staff can always approach their line manager for assistance but they also benefit from a dedicated team who provide a confidential counselling service offering telephone or face-to-face appointments, 365 days a year.
- We're committed to equality and diversity. We have our very own Stonewall Champion and are committed to equal opportunities for everyone.
- We provide a wide range of activities and events for staff to relax and enjoy across the year including staff BBQs and sporting activities.
- We are part of the Teachers' Pension Scheme for teaching staff and the Local Government Pension Scheme for support staff.



Transforming lives

What staff have to say about Fullhurst Community College



"When I joined Fullhurst I was immediately impressed by the supportive nature of the staff and the desire that all staff share to make a difference to the students who attend the college. This has not changed in the time I have been at Fullhurst. I have had the privilege of leading on Teaching and Learning over the past few years, and have seen the college go from strength to strength in that time and know that we all share a desire to enable students to achieve the best possible outcomes that they can during their time with us. Fullhurst is a great place to work."

Mrs C Bailey

Senior Deputy Principal

"I started working at Fullhurst Community College as the Standards and Progress Leader for Maths and ICT in September 2016. Having worked previously as a second in department at a different school in the city, I was ready to influence students' lives on a wider scale and this seemed the best opportunity to do so. When I stepped into Fullhurst Community College, I knew that this was where I wanted to work. The college's goals fall in line with my personal goal as a facilitator of learning, which is that 'every child irrespective of their background has the right to achieve and do well to the best of their capability'. The belief that teachers have in their students is the driving force behind our success. Students know that you genuinely want them to do well, and this dedication from both parties brings about the brilliant results the college continues to achieve. Staff development is also at the forefront of the leadership team and at Fullhurst I have been given opportunities to embark on courses to improve my leadership skills. Students at Fullhurst genuinely want to do well and the college provides them with the environment to do so. It is amazing to be part of the success story of a college which improves the lives of students in their community, giving them a chance to stand tall as equals with students from all over the country."

Mrs V Adeniyi

Standards and Progress Leader, Maths and ICT

"Since joining as a fresh-faced NQT in 2012, I have seen Fullhurst go from strength to strength. The staff working here are an incredible team, which is reflected in the results, which continue to improve year on year. I have had the pleasure of teaching a diverse range of amazing young people at Fullhurst, many of whom still have strong ties to the college and keep us updated on their successes. Hearing about these positive outcomes is so rewarding and a big part of why I am still enjoying my time here six years later. I am proud to be part of the team as the college expands and very excited to see what happens in the future."

Mr T Jones

Teacher of English and Film Studies

"I started working in education in 1992 as a teaching assistant in a primary school. In 1994, I began working as a TA at a secondary school mainly with two students with SEN, this was a very unusual role at the time. When the students left I became a science technician at the school. I joined Fullhurst Community College as a science technician in 2005. I have seen lots of changes over the years, for the better. I have been through several Ofsted visits with the college attaining higher outcomes each time. Working here is very rewarding, the staff are a great team, working together for the benefit of our students both academically and in their own personal development. Expectations of students are high and staff work together to help them achieve their best. Fullhurst is also a fun place to be!"

Miss T Marlow

Technician, Science

"I joined Fullhurst Community College straight after a successful School Direct programme and completed my NQT year here. Fullhurst have a fantastic NQT programme where you gain outstanding support to help you develop to become the best teacher you can. Two years later I was fortunate to be offered the position of Head of Physical Education. The reason I applied to work at Fullhurst is their ethos of transforming lives. I believe that as a teacher, you can provide every student with equal opportunities so that they can reach their full potential and that is exactly what Fullhurst offer. Working with a variety of students from completely different backgrounds, I find to be very rewarding and enjoyable. Every day something new can happen which keeps you on your toes! I love working here because you feel like you make a real difference to our students' lives in both their academic and personal development."

Miss M Bird
Head of PE

"I started working at Fullhurst Community College as receptionist back in 2008. I chose to work here because I had heard positive things and wanted to be part of a school that was evolving. After a time, I found myself really enjoying the engagement with the students, at this stage I knew I wanted to be in a role that offered more and found myself interested in the pastoral route. I became the Assistant Head of Year 8 and enjoyed this experience very much. Later I progressed to Head of Year, rolling with our year groups and every year group brought its own challenges and rewards. Four years on, I am now the static Head of Year 11 and loving it. I really enjoy this role as I get to see the students through their most crucial year and help support them through college applications and exams. It is also amazing to come and be a part of results day and makes it all worthwhile! I enjoy working here because I like being part of a fantastic pastoral team that is dedicated and committed to helping our students achieve their best. I enjoy the daily challenges and I look forward to even more future successes."

Mrs R Buckle
Head of Year 11

"I joined Fullhurst in 2014 as a Curriculum Leader in the Mathematics & ICT Faculty. I have been supported effectively throughout my time at the college which has allowed me to professionally develop quickly as an individual and enabled me to make a bigger impact on the outcomes of our students. It is clear that Fullhurst is relentlessly driven by a clear moral purpose of improving the life chances of all of our students. This is done not only through the curriculum we deliver but the huge variety of extra-curricular opportunities on offer. I am proud to be a part of the positive impact that Fullhurst Community College has on students, staff and the community".

Mr S Willcock
Assistant Principal

"I joined Fullhurst Community College in 2013 as Cover Instructor. Having graduated from university at a later stage of my life, I wanted to make a contribution to society by working with teenagers from challenging backgrounds. I work closely with staff and students which enables me to develop relationships of mutual respect and trust with colleagues and at the same time build positive relationships with my students. At Fullhurst, staff are encouraged to develop their skills and are given ample opportunities for professional development. This motivated me to apply for a new position and in autumn 2018 I was successful in securing the role of English Mentor. I am passionate about English, as a mentor I teach English to small groups of students and I thoroughly enjoy the outcomes I achieve. I chose to work at Fullhurst because I wanted to make a difference to young peoples' lives. If you are passionate about transforming and improving the lives of young people, then this could be the school for you."

Ms F Bhattay
English Mentor

Fullhurst Community College

Recruitment advertisement



Post title: Behaviour Mentor

Salary: Grade 4 (Points 7-10) – actual starting salary: £16,795 per annum

Contract type: Permanent 39 weeks per year. 38 weeks term time, 5 training days (3 inset days plus 2 days in summer break)

Hours: 37 hours per week (Mon – Thu 8:00am-4:00pm and Fri 8:00am-3.30pm with 30 min lunch)

Responsible to: Deputy Principal

Due to our continued expansion, we are seeking a Behaviour Mentor. The role will focus on removing barriers to learning and support personal and academic growth of pupils and to work with students who have been identified as needing support in managing their behaviour.

As a college, we are very proud to have been the Department for Education Pupil Premium Secondary Regional Champion, Leicester Mercury School of the Year and shortlisted for the Pearson's 2018 National School of the year. Within our context the progress students make at Fullhurst is exceptional, something recognised in our most recent Ofsted inspection which stated : ' There is a clear-sighted focus on improving GCSE outcomes, combined with a deep-seated moral commitment to serving the needs of the young people in the area'.

We passionately believe in transforming the lives of young people from one of the most deprived communities in the UK. With almost 50% of our students from disadvantaged backgrounds, we know that our success is genuinely doing this. If you want to be part of our continued success and if you believe in improving the life chances of young people from disadvantaged backgrounds we look forward to receiving your application.

Further details, including the application form, are available from our website www.fullhurst.leicester.sch.uk or by emailing recruitment@fullhurst.leicester.sch.uk

A letter detailing why you are a suitable candidate for the position should accompany your completed application. Completed applications should be returned to The Principal, Fullhurst Community College, Imperial Avenue, Leicester, LE3 1AH or via email at recruitment@fullhurst.leicester.sch.uk

Closing date for applications: Wednesday, 20 November 2019 at 9.00am

Fullhurst Community College is committed to safeguarding and promoting the welfare of all children and young people. Please note that an Enhanced DBS (Disclosure and Barring Service) statement will be obtained for the successful applicant.



Transforming lives

Fullhurst Community College

Job Description



Post title: Behaviour Mentor

Salary: Grade 4 (Points 7-10) – actual starting salary: £16,795 per annum

Contract type: Fixed Term 39 weeks per year. 38 weeks term time, 5 training days (3 inset days plus 2 days in summer break)

Hours: 37 hours per week (Mon – Thu 8:00am-4:00pm and Fri 8:00am-3.30pm with 30 min lunch)

Responsible to: Deputy Principal

Core purpose of the post:

- To remove barriers to learning and support personal and academic growth of pupils.
- To work with students who have been identified as needing support in managing their behaviour.

Specific responsibilities of the role:

- To use knowledge and experience to address behavioural issues
- To have the knowledge and skills to refocus patterns of poor behaviour in individuals
- To be able to work with individuals and small groups to address barriers to learning
- To support pupils in times of transitions.
- To support teaching staff where necessary.
- To administer the college's attendance and behaviour systems, adhering to college policy and procedures to investigate unauthorised absences.
- To support the College's Positive Behaviour and Attendance Policies.
- To comply with appropriate government, local authority and the school policies, procedures and systems.
- Comply with the appropriate Government, Local Authority (LA) and the College's policies, procedures and systems.
- Follow the requisite procedures and legislation regarding confidential information.
- Be proactive in the implementation of all college policies and procedures including equal opportunities policy, health and safety regulations, and safeguarding children in education - child protection policy.

Job tasks: (Each task taking at least 10% of the post holder's time)

- To identify individual student behavioural needs
- To implement an individual programme to address behavioural issues identified
- To track and monitor identified students
- To monitor the success of the programme
- To Develop and prepare resources and material packs for identified students.
- To build relationships, offering counselling and supporting students on a one to one basis.
- To remove barriers to learning.
- To engage with students to maximise future chances.
- To provide effective support for teachers in implementing behaviour and learning targets.

Other responsibilities

- To gain parent commitment and improve relationships.
- To support after lunchtime detentions
- Works with individuals and small groups of pupils.
- To attend meetings and reviews as necessary.
- To be proactive in challenging poor behaviour during lesson and at break and lunchtime in line with

the college behaviour policy.

- Undertake duties and tasks related to the above deemed reasonable by the Principal and Director of Resources.
- Attend relevant courses and any other training deemed reasonable within the requirements of this post.

While every effort has been made to explain the main duties and responsibilities of the post, each individual task is not identified.

This job description is current at the date shown, but in consultation with you, may be changed by the Principal / Director of Resources to reflect or anticipate changes in the job commensurate with the grade and job title.

Signature _____

Date _____

Fullhurst Community College

Person Specification



Post title: Behaviour Mentor

Salary: Grade 4 (Points 7-10) – actual starting salary: £16,795 per annum

Contract type: Permanent 39 weeks per year. 38 weeks term time, 5 training days (3 inset days plus 2 days in summer break)

Hours: 37 hours per week (Mon – Thu 8:00am-4:00pm and Fri 8:00am-3.30pm with 30 min lunch)

Responsible to: Deputy Principal

Training and education	Essential (E) / Desirable (D)
English GCSE (A*-C) or equivalent qualification.	E
Maths GCSE (A*-C) or equivalent qualification.	E
Qualification in behaviour management – NLP or equivalent degree	D
Experience and knowledge	
Have experience of working with challenging students.	E
Counselling skills.	E
Have knowledge and understanding of the schools behaviour system.	E
Have an understanding of the schools core purpose.	E
Qualities and skills	
Adaptable and resilient to changing circumstances and ideas.	E
Energetic and enthusiastic.	E
Reliable and integrative.	E
Imaginative and creative.	E
Desire to enhance and improve skills.	E
Be able to plan and organise own workload.	E
Demonstrate a calm but firm manner	E
Equal opportunities	
Must be sensitive to the requirements of disadvantaged groups and students with special educational needs.	E
Must be able to recognise discrimination in its many forms and willing to put the college's equality and diversity policy into practice.	E
Other conditions	
Be able to evidence a willingness to have a high profile around the college and act as a role model for young people.	E
Be able to work independently without direct supervision.	E
Willing and able to work outside normal college hours.	E
A willingness to attend training courses and train other staff as required.	E

A polite and helpful manner to staff, students, governors, parents and the wider community.	E
Must satisfy relevant pre-employment checks e.g. Disclosure and Barring Service (DBS).	E