



JOB DESCRIPTION

Learning Mentor



INTRODUCTION

OUR VISION

Careers focussed education inspiring learners to create their future.

OUR MISSION

To deliver outstanding technical and professional learning, which raises aspirations, develops skills and creates futures

OUR VALUES

Defining our values:

EXCELLENCE

- The quality of being **outstanding** or extremely **good**.
- Having **outstanding features** and/or **qualities**.

We show excellence by:

- Having high aspirations and expectations for ourselves and those around us.
- Celebrating and valuing expertise and mastery at all times.
- Recognising that personal responsibility affects our ability to fulfil our potential, embracing opportunities to grow and develop our knowledge and understanding.

Waltham Forest College 

Defining our values:

INCLUSION

- Including **all types** of people and ideas, treating them **equally** and **fairly**.
- Providing equal access to **resources** and **opportunities**.

We show inclusivity by:

- Ensuring that everyone feels welcomed and valued and is allowed to be their true, authentic self.
- Not just recognising, but celebrating the diversity of our community, ensuring that everyone has a voice.
- Making sure that everyone has equal access to what the College does.

Waltham Forest College 

Defining our values:

INTEGRITY

- The quality of being **honest** and having **strong moral** principles.

We show integrity by:

- Acting with honesty at all times, taking responsibility for our own actions.
- Always doing the right thing, especially when no one is looking.
- Demonstrating professionalism, working to fulfil our moral purpose - especially when times are challenging.

Waltham Forest College 

JOB DESCRIPTION

This Job Description sets out the organisational position, reporting lines, key accountabilities and relationships.

Post	Learning Mentor
Department	Additional Learning Support and Inclusion Team
Pay Spine	Scale 5
Post Reports To	Head of Additional Learning Support and Inclusion Team

MAIN TASKS:

To work collaboratively with colleagues in the ALS & Inclusion Team in a cross college capacity in developing evidence based strategies and intervention for students with additional needs including behaviour for learning

To have liaison responsibilities with the BeSafe and Wellbeing teams, as well as relevant curriculum areas; to share students support plans, targets and strategies and to ensure that these are monitored and reviewed periodically to make sure that their learning outcomes are met.

To assess the needs of students and to be personally active in delivering and/or co-ordinate timely and appropriate support, providing a professional and confidential support service to students seeking support with their learning both in class, on a 1:1 or small group basis.

To ensure all information about students awaiting assessments, students' support and support outcomes is clear and up to date on all IT systems and any associated tracking documentation used by the ALS & Inclusion Department.

To promote the highest possible standards in customer care, equal opportunities, and health and safety practices for the benefit of students and the wider community served by the College.

To safeguard and promote the welfare of children, young people and vulnerable adults served by the College.

JOB ACTIVITIES:

To work in a cross-college capacity, in conjunction with the teachers, SSPs, LSPs and other support staff to ensure the highest quality of provision that facilitates student involvement in all aspect of the learning process, including target setting, support records and reviews.

To provide support in one to one/small group sessions to students who have Social, Emotional and Mental Health needs that may be displayed through unwanted behaviours, to enable them to access the curriculum and achieve their potential as well as respond to and assess students in crisis situations.

To conduct assessments and reviews for all students consenting or identifying with a SEND/SEMH needs in order to identify support required to access their course.

To work with the students, LSPs, SSPs and teachers to develop an initial support plan and set individual targets for students, taking into account any relevant information that may be included in their Education Health and Care Plan (if applicable) or other clinical

documentation (if available), ensure all parties are informed of the support where appropriate and to regularly review the support.

To ensure that where additional support needs are identified, support is negotiated and set up, and that appropriate resources are made available, including the adaptation of learning materials, provision of assistive equipment and software and/or deployment of support staff including in-class group interventions.

To ensure LSPs are fully briefed and comfortable utilising evidence-based support strategies that ensure inclusive learning and participation for students with behavioural difficulties/SEMH needs in line with any confidentiality agreement made with the student and to work with the Head of ALS/LAS Managers in identifying those staff who may require additional training and support

To maintain auditable records and relevant documentation, where applicable, of support provided to students in a secure and confidential manner; to produce relevant reports and to use the data emerging from reports to inform the team's QIP as well as training requirements for the Learning Support Practitioners. To maintain confidentiality and security of all documentation and other information pertaining to students and staff in line with current GDPR.

To contribute to risk assessments in line with safeguarding procedures for prospective and current students in relation to their behavioural needs.

To keep up-to-date with any changes and developments to legislation pertaining to mentoring, coaching and SEND, and to work closely with the Head of ALS in regularly reviewing practice and seeking out examples of good practice in order to contribute to best practice and quality improvement.

Establish and maintain close links with local youth engagement services, Speech and Language Therapists and Educational Psychologists and make timely and appropriate referrals.

To lead front-line college interventions during enrolment for students with additional needs, including SEMH needs, and work collaboratively with SSPs to ensure that effective initiatives are in place to highlight any students with additional needs during open days, enrolment and induction period.

To work with student services, HoD, SSPs, teaching staff and LSPs at enrolment to ensure that students with potential support needs are appropriately identified and that any reasonable adjustments or modifications are made before the interview, including the appropriate briefing of interviewing staff. Ultimately, to ensure that any student with additional needs (e.g. mobility needs, learning difficulty) gains access to college courses in line with Disability Discrimination Act and Equal Opportunities legislation.

To assist and cover for colleagues as necessary, taking on additional projects as required.

To build links with local providers and collate a timetable of activities throughout college holidays to best support students with additional needs when not in college

WALTHAM FOREST COLLEGE COMMITMENTS

Waltham Forest College is an outstanding College and in recognition of the crucial role that members of staff play, individually and collectively, in achieving and maintaining high standards, all employees are required to:

Be a positive ambassador for the College at all times.

To adhere to the College's policies, procedures and practices regarding the safeguarding of students, including attendance at training and updating sessions as required and responding appropriately and supportively to any issues associated with safeguarding.

Adhere to the College policies, codes, procedures and frameworks.

Undertake continuing personal and work related professional and skills development.

Work collaboratively with colleagues across the College as a whole so as to support the achievement of the College goals.

Be a positive role model in supporting and promoting equality & diversity.

Understand and actively support the College's approach to health and safety and, in particular, to take into account the duty of care for others and oneself in all day to day actions.

Challenge unacceptable behaviour (such as, for example, discriminatory language, not wearing College ID, shouting or playing loud music in corridors, spitting or swearing) whilst not putting one's personal safety at undue risk.

Make an active and positive contribution to team meetings, one to one sessions with line managers and the appraisal process

In recognition of the ever-changing environment in which the College operates, the contents of this job description will be the subject of regular review in consultation with the post holder

PERSON SPECIFICATION

Essential/Desirable criteria will be identified at*			
	AF	I	A
EDUCATION AND TRAINING			
Possess a Minimum Level 2 qualification in English and Maths	E		
Appropriate professional training/qualification in Youth Engagement/Youth Violence/Mental Health/SEN/SEMH/ADHD/ODD etc or willingness to undertake Learning Mentor Apprenticeship	D		
Positive Behaviour, Team Teach, CALM or other behaviour support training or willingness to undertake	D		
EXPERIENCE			
Experience of supporting people with Special Educational Needs, Disabilities, or Social Emotional and Mental Health Needs	E		
Relevant experience of supporting people with behavioural challenges	E		
Experience of working in an educational setting	E		
Experience of supporting young people/ adults with significant barriers to learning	D		
Experience of assessing the needs of people with SEMH/Behavioural challenges including; ADHD, ODD, Conduct Disorders	D		
Experience of conducting needs assessments and Risk Assessments for people with SEMH	D		
Experience of working effectively in a team	E		
Knowledge and understanding of the Mental Health Act, Deprivation of Liberty Safeguards, Physical Intervention Laws	E		
Experience of setting targets and supporting the achievement of targets	E		
Experience of using a wide range of strategies to support learners to develop their independence and to achieve their goals	D		
Experience of promoting awareness of SEND and good practice	E		
SPECIAL ABILITIES AND APTITUDE			
Demonstrable understanding of assistive technology and it's benefits when used to increase independence	E		
Ability to plan and deliver support in one-to-one or small group sessions to students with SEMH	E		

The ability to develop positive working relationships with individuals at all levels	E		
Sound administrative and IT skills	E		
Ability to work with parents/carers, outside agencies and other professionals	E		
The ability to establish and maintain close links with voluntary and statutory disability and youth engagement services and make appropriate and timely referrals	E		
The ability to communicate effectively orally and in writing.	E		
Flexible approach to your work with a Creative and problem-solving approach to situations	E		
OTHER REQUIRMENTS			
SAFEGUARDING	E		
An understanding of safeguarding and a commitment to creating a safe learning environment			
An understanding of and commitment to safeguarding young people and vulnerable adults.			
Motivation to work with children/young people/Vulnerable adults			
Ability to form and maintain appropriate relationships and personal boundaries with young people and vulnerable adults			
Emotional resilience in working with challenging behaviours			
Ability to use authority with dignity and respect in maintaining discipline.			
The ability and determination to promote equality and diversity throughout all aspects of College life, including employment and service delivery.	E		
Confident, self-motivated with a committed approach to work.	E		
Commitment to inclusive and comprehensive educational provision.	E		

* **Key:** AF = Application Form, I = Interview, A = Assessment