

## INCLUSION SUPPORT MENTORS X2

**36 hours per week, 39 weeks** (term time only plus 5 inset days)

**Actual salary: £21,917 - £24,295**

*(FTE £26,263 - £29,112 - 37 hours over 52 weeks)*



**Are you an experienced TA, STA or HLTA looking for a new and rewarding role or already working in SEN Inclusion Support?**

St Joseph's Specialist Trust (mid-way between Guildford and Horsham in Cranleigh, Surrey) is wishing to appoint **two Inclusion Support Mentors** to join our in-house Inclusion Support Team. St Joseph's is a registered charitable trust comprising a special school, college, children's home and adult supported living houses. Our students are age 5-19 with moderate to severe and complex social communication and learning disabilities and challenging behaviour, many with autism. You will work with class teams to deliver and promote positive support to students, assist teams where additional support is necessary, assess and accompany prospective students on their assessment days and, in time following qualification, train positive behaviour support techniques and skills to our staff. This will be through role modeling, co-coaching and delivery of appropriate training (you will train to become a Team Teach tutor) with guidance and leadership from the Head of Inclusion and his Deputy.

An NVQ3 or an equivalent qualification in Supporting Teaching and Learning in Schools, or the willingness to work towards the NVQ3 qualification, is required. You will also be required to train as an Intermediate Team Teach Trainer. Salary will be based on previous experience, within education and in other related environments.

Hours of work each week during term time and inset days are Monday 08.30-16.00, Tuesday - Thursday 08.30 – 16.15 and Friday 08.30 – 15.45 plus 30 minutes per week that can be worked flexibly to suit operational needs (with a 30 minute unpaid break each day).

**Physical and mental resilience are essential qualities for all our staff along with a “can do” attitude.**

### What's in the role for you?

- Train to become a Team Teach Tutor, with regular updates.
- Have the opportunity to conduct data analysis looking at trends and patterns.
- Gain experience in pastoral care for staff and young people.
- Work alongside the in-house therapy team and in house CAMHS team.
- Opportunity to gain qualification and experience in behaviour management.
- Learn and extend presenting and coaching skills.
- Incident report writing, getting the right message across.
- Gain experience in understanding functions of behaviour.
- Become more experienced in working with young people with Autism and complex needs.
- Become confident in managing incidents where young people can present with behaviours that can be described as challenging.

- Manage you own class case load.
- Take a lead role in reducing behaviours within you case load and developing strategies to enable Inclusion.
- Learn how to create and implement Behaviour Support Plans and Risk Assessments.

See job profile and person specification for full details available on the Trust website.

### **Why St Joseph's?**

- **Free hot lunch** provided by our in-house catering team during term time
- **Ample free onsite car parking**
- **£1,000 Retention bonus** - £250 after 1 month, £250 after 1 year, £500 after 18 months at Trust
- **Life Insurance** and **Medical Cashplan**
- **Induction** programme
- **Regular training, supervision and 1:1 mentoring**
- Employee assistance service (**confidential, professional wellbeing and counselling 24/7 service**)
- Excellent network of support across the organisation including a team of **Adult Mental Health First Aid and Occupational Health**
- **Local leisure centre discount** on gym, swim and fitness classes.
- **Opportunity** to progress in your role and gain promotion
- Based on a **beautiful 23 acre site** on the edge of the Surrey Hills.

If you are recruited, you will be required to complete Team Teach positive behaviour support training as part of your induction before employment (refreshed every two years) and Safeguarding training. Own transport is desirable due to the semi-rural location of the Trust (there is no train station in Cranleigh).

### **How to apply**

CVs may be submitted initially for consideration, however, following safer recruitment guidelines for our setting, selection for interview is made solely based on submission of a fully completed Trust application form.

For an application pack (including form, job profile and person specification), please visit us at

[www.st-josephscranleigh.surrey.sch.uk/recruitment](http://www.st-josephscranleigh.surrey.sch.uk/recruitment)

or email us at [recruitment@st-josephscranleigh.surrey.sch.uk](mailto:recruitment@st-josephscranleigh.surrey.sch.uk)

**You are encouraged to demonstrate in your personal statement how your skills and experience match those outlined in the job profile and person specification.**

**We reserve the right to interview suitable candidates as received and will close the application process once the positions are filled.** We will not be accepting applications from candidates requiring sponsorship to relocate from overseas.

*St Joseph's Specialist Trust is committed to safeguarding and promoting the welfare of children and young people. This position requires an enhanced DBS disclosure*