

INCLUSION SUPPORT MENTOR

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

Actual salary: £23,999 - £26,603

(FTE £27,981 - £31,017 for 36 hours over 52 weeks)



Are you an experienced TA, STA or HLTA looking for a rewarding next step – or already working within SEN Inclusion Support?

St Joseph's Specialist Trust, located in Cranleigh, Surrey (mid-way between Guildford and Horsham), is seeking an Inclusion Support Mentor to join our dedicated 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 home. Our students are aged 5-19 and have moderate to severe and complex social communication and learning disabilities, challenging behaviour and many have autism.

The role focuses on supporting staff and students to build effective behaviour management skills, with a strong emphasis on Positive Behaviour Support strategies for students. You will work collaboratively with class teams to promote positive student support, provide additional assistance where required, and support prospective students during assessment days. Following qualification, you will train and mentor staff in Positive Behaviour Support techniques, including Team Teach, through role modelling, co-coaching and targeted training. This is a role which includes understanding and implementing effective behaviour interventions to maintain a safe, inclusive environment.

This role requires strong physical, mental and emotional resilience; a positive, proactive "can-do" attitude and the ability to work flexibly in a dynamic and supportive environment.

An NVQ Level 3 (or equivalent) in Supporting Teaching and Learning in Schools is required, or you must be willing to work towards this. You will also be required to train as an Intermediate Team Teach Trainer. *(Salary is dependent on previous experience in education or related environments).*

You will receive ongoing support and mentoring from the Head of Inclusion and Deputy Head of Inclusion.

Working Hours (term time and inset days):

- Monday: 8:30 – 16:00
- Tuesday – Thursday: 8:30 – 16:15
- Friday: 8:30 – 15:45

Plus, an additional 30 minutes per week worked flexibly to suit operational needs (each day includes a 30-minute unpaid break)

Why work in the Inclusion Support Team?

- Recognised training and hands-on experience in behaviour management
- The opportunity to train as a Team Teach Tutor, with ongoing refresher training
- Valuable experience in pastoral care, supporting both young people and staff
- Opportunities to analyse behaviour data, identifying trends and patterns to inform best practice
- Responsibility for managing your own class caseload
- The chance to work closely with our in-house therapy team and CAMHS professionals
- A deeper understanding of the functions and drivers of behaviour
- Enhanced experience supporting young people with autism and complex needs
- Opportunities to develop confident presenting, coaching, and leadership skills
- A lead role in reducing behaviours through inclusive, evidence-informed strategies

- Increased confidence in managing challenging behaviour
- Training in creating and implementing Behaviour Support Plans and Risk Assessments
- Improved skills in professional incident report writing

For full details, please see the job profile and person specification available on our website.

Why St Joseph's?

- £1,000 retention bonus (£250 after 1 month, £250 after 1 year and £500 after 18 months)
- Clear opportunities for progression and promotion within a supportive organisation
- Life insurance and medical cash plan
- Regular training, supervision and 1:1 mentoring to support your development
- Employee Assistance Programme (24/7 confidential wellbeing and counselling support)
- Comprehensive induction programme to help you succeed from day one
- Organisation-wide wellbeing support, including Adult Mental Health First Aid and Occupational Health
- Exclusive discounts on fitness classes with Surrey Fitness Camps and Go Fest Active Studio
- Free onsite parking for stress-free commuting
- Free hot lunch prepared by our in-house catering team (term time only)
- A beautiful 23-acre site on the edge of the Surrey Hills

If appointed, you will be required to complete Team Teach positive behaviour support training as part of your induction (refreshed every year) as well as Safeguarding training.

How to Apply?

CVs may be submitted initially; however, in line with safer recruitment guidelines, selection for interview is based solely on the submission of a fully completed Trust application form. To request an application pack (including form, job profile and person specification), please visit our website: Staff Vacancies – St Joseph's Specialist Trust or email recruitment@st-josephscranleigh.surrey.sch.uk

In your personal statement, please demonstrate how your skills and experience meet the criteria outlined in the job profile and person specification. We may interview suitable candidates as applications are received and may close the process early once positions are filled.

Please note: we are not able to accept 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.