



## Senior Learning Mentor

37.5 hours per week | 41 weeks per year | £26,885 per annum |

At Gloucester Family Care, our mission is to live our core values every day by creating safe, inclusive environments where children and young people can thrive. We believe it is equally important to create opportunities for our staff to grow and succeed. The role of Senior Support Worker offers the chance to develop both personally and professionally while making a difference to the lives of children and young people.

As a Senior Learning Mentor, you will directly work with our children and young people to deliver high-quality, meaningful sessions, that help children and young people work towards their EHCP outcomes, whilst responding to their diverse and individual needs.

You will also take on added responsibility for supporting the wider team, including supervising a small group of Learning Mentors. This role requires strong communication and organisational skills to bring together GFC values, professional guidance, and practical support for young people and colleagues.

We value the diversity and strengths that individuals bring to GFC. A Senior Learning Mentor should be able to support and develop junior staff while also contributing to the wider senior team through meetings, supervision, and team development activities. GFC provides professional, clinical, and group reflective supervision, and you will be expected to engage fully with these opportunities.

The Senior Learning Mentor must follow all GFC policies and procedures, with particular attention to Health and Safety, Equality and Diversity, and, most importantly, Safeguarding. GFC promotes a culture of proactive, preventative practice to reduce the risk of safeguarding concerns or incidents.

### Job Overview

<b>Hours</b>	37.5 hours per week
<b>Driving requirement</b>	Full UK Driving Licence and an appropriately insured vehicle available for business use
<b>Working pattern</b>	41 weeks per year, usually term time only (39 weeks), with the remaining two weeks worked during school holidays
<b>Salary</b>	£26,885 per annum
<b>Benefits</b>	Private healthcare after one year of service
<b>Reports to</b>	Service Manager
<b>Location</b>	Mainly based in Gloucester, with travel required to support children and young people in the community when needed
<b>Safeguarding</b>	Applicants must be willing to undergo child protection screening appropriate to the role, including checks with previous employers, online and social media checks, and enhanced Disclosure and Barring Service clearance
<b>Recruitment policy</b>	All candidates are employed in line with GFC's Safer Recruitment Policy



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### Daily Duties

<b>Service Support</b>	Support and deliver a high-quality service that promotes a tailored and consistent approach for children and young people working towards their EHCP outcomes. Take an active role in the day-to-day running of the service by supporting staff to complete outstanding tasks and offering guidance.
<b>Compliance and reporting</b>	Support the team by ensuring files are compliant, current and outstanding tasks are completed on time in line EHCP outcomes. Ensure that your practice is aligned with GFC policies, procedures and ethos.
<b>Team support and development</b>	Support the team to manage workloads through coaching and mentoring using an NVR approach. Undertake training and continuing professional development in line with annual appraisal and training plans and help deliver strategies and projects that support the company's growth, objectives, and vision.
<b>Operational support</b>	Support the Service Manager and Curriculum Lead in coordinating Learning Mentors across all areas and help ensure The Compass consistently upholds GFC's duty of care to children, young people and the wider team.
<b>Communication and partnerships</b>	Maintain effective communication with all stakeholders about Service delivery and represent GFC at professional meetings where appropriate.
<b>Young person outcomes</b>	Deliver mentoring and activities that improve educational attainment, skills, abilities, and life experiences. Helping children and young people build knowledge, independence, and social skills. Provide emotional support and behavioural strategies to help children and young people achieve agreed outcomes.
<b>Wellbeing and inclusion</b>	Promote wellbeing and act as a positive role model for children and young people. Help create a culture in which all children and young people are welcomed and supported to fulfil their potential, regardless of background or personal characteristics, and extend this commitment to colleagues and external partners.
<b>Monitoring and team communication</b>	Review progress, monitor performance, and report regularly to the Service Manager and Curriculum Lead. Promote clear communication so staff remain well informed about day-to-day running of the service and contribute to team planning and training through meetings and supervision sessions.