

Job Description

Gloucester Family Care's Alternative Provision service has grown exponentially this past academic year, we are looking for highly motivated and enthusiastic individuals to be part of this exciting journey and join our team. We are passionate about making education engaging, tailored and accessible to all children and young people. We believe that they should be provided the opportunity to develop, thrive and fulfil their potential.

We believe that all our children and young people should feel a constant presence from their GFC family, feel they are always at the forefront of our minds, and they belong not just within their GFC family, but also as part of the wider community around them. We believe our team should be willing to build positive, respectful relationships with students, to encourage high self-esteem and a sense of self-worth and provide a strong adult role model with an inclusive, consistent and curious approach. We are looking for individuals who are keen to plan and implement engaging programmes of learning and produce appropriate teaching materials and resources based on individual need and ability to support progress within our curriculum.

GFC is currently following 'Non-Violent Resistance' and 'PACE' principles across all of our services, you will be offered the opportunity to develop your therapeutic skillset and knowledge, whilst reinforcing these principles within the sessions you deliver. GFC endeavour to ensure that a sense of belonging is extended across our GFC family as a whole, we believe our team should be valued, heard and contribute to the delivery of our services. In reinforcing a strong team bond, we believe we are able to consistently offer a stable and persistent support structure to our children and young people.

You will have an additional responsibility to support your wider team, with a range of duties and be a positive role model. You will be expected have good communication, organisational and I.T skills to bring together GFC values, professional meetings and supportive information to children, young people and your wider team.

As a GFC family, we value individuals and the diversity this brings, you must be able to navigate through being a supportive member of this team. You will be expected to attend and contribute to team development meetings and supervisions. Teamwork is key in everything that we do, we know that there can be some days that are harder than others in our line of work, so people are at the heart of every decision we make. We not only offer staff regular professional supervisions and mentoring with their senior team, but we also invest in regular individual and group reflective supervisions with an external mental health professional. You will be expected to engage in all aspects of this practice.

Job Description

You will be expected to develop and enhance good working practice for yourself and consistently promote GFC's values, implement policies and ensure safeguarding children and young people is central to all practice.

For the role of full time, permanent Education and Learning Mentor you will:

- Work 37.5 hours per week, Term Time only.
- Your salary will be £26,000.00 pro-rated to reflect Term Time only.
- You will be expected to attend Training and Development days in the last week of August after the Summer Bank Holiday (four days) We will also utilise five inset days during Term Time for staff development and planning.
- You will be offered the opportunity to complete overtime and sleep shifts within other services we provide for children and young people.
- You will report to our Curriculum and Mentoring Lead

Essential Skills

Experience working in an educational setting.

Awareness of Safeguarding and Protection procedures and regulations.

Awareness of Fire Regulations and Health and Safety Regulations.

Have a full UK Driving License.

Flexibility to work as part of a supportive team

Promote GFC culture and enhance service development.

Willingness to engage in GFC's therapeutic support programme and embed our therapeutic policy within our home's staff team.

Desirable Skills

Educational based qualifications (Teaching Assistant / QTS / Further qualification to support the role

The confidence and sensitivity to support students who have experienced a range of difficulties, with curiosity, empathy and openness

Ability to employ a range of skills and strategies to create an effective and engaging learning environment to motivate reluctant students

Experience of teaching vulnerable young people with social, emotional and mental health difficulties, neurodiversity or complex special educational needs in an educational setting
GFC is committed to safeguarding and promoting the welfare of children applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosures Barring Service clearance at enhanced level.

We are committed to ensuring all recruitment is undertaken fairly, effectively, safely and in accordance with legislation. The information below provides pre-employment screening guidance for candidates applying for this job. Pre-Employment Checks appropriate to this Job Profile:

- Identity
- References which cover the past five years of employment
- Qualifications
- Self-disclosure
- Enhanced DBS Check
- Right to Work in the UK
- A full employment history

Daily Duties

Learning mentors help those who are experiencing difficulty with engaging with education and support them to remove barriers to learning. They work with children and young people to increase participation, enhance individual learning, and raise aspirations and achievement.

Potential barriers children and young people may face:

- the need to develop better learning and study skills
- not being recognised as an individual in the past
- difficulties at home
- personal organisation
- behaviour
- bullying
- general disaffection and disengagement from learning.

A Learning Mentor will take into account of a range of complex underlying issues that may impact negatively on learning and achievement, such as:

- bereavement
- low self-esteem
- low aspirations
- mental health issues
- relationship difficulties
- bullying
- peer pressure
- family issues or concerns

In working closely with parents / carers / social workers, the Local Authority and fellow learning mentors, you will deliver a varied package of child/ young person focused activities and mentoring sessions. These sessions will help to improve educational attainment, skills, abilities and life experiences, gaining the knowledge required to support their future independence and develop relationships in the wider community. You will provide emotional support and behavioural strategies to children and young people to achieve agreed outcomes.

You will promote well being and be a positive role model for children and young people, recognising the value of diverse environments and strive to promote a culture in which all children and young people are welcomed and supported to fulfil their potential, irrespective of their background or personal characteristics. Your commitment to equality of opportunity needs to be extended to all colleagues and all external personnel.

To review progress, monitor and regularly report back to the management team. Complete statutory recording via our online recording platform. We promote being communication champions and ensuring all staff are well informed of daily life within our service.

Given the skillset a Learning Mentor will have, there may be times when the operational need arises to support GFC in one of our other services.