

Belief

Courage

Growth



BEHAVIOUR & RESILIENCE MENTOR Role

Job Description



“ Education is not the answer to the question. Education is the means to the answer to all questions... ”

-William Allin



Role Overview

Contract Length: **Permanent**

Hours per week: **37.5 hours per week**

Hours of work: **8am-4pm Monday to Friday**

Weeks of Work: **40 weeks per year**
12 weeks are taken for school holidays, which fall within the school holidays of the school a Mentor is based in. No work is required within school holiday dates, with exception of some training and personal development.

Start Date: **23rd August 2021**

Pay: **Starting Salary: £20,000 actual salary** (£22,807 pro rata salary)
All salaries shown are actual salaries and are not pro-rata. Therefore, salaries include the holiday allowance of 12 weeks per in line with school holidays. [See salary progression table at end of document for information.](#)

Location: **Various - please see website.**
We currently have a number of job openings in various locations of the UK, which are specified on our website at www.thinkforthefuture.co.uk/jobs. Mentors are expected to travel up to 60 minutes travel from home address to school locations. It is therefore essential that applicants have access to their own transport.

Overview: **Our Behaviour & Resilience Mentors are responsible for developing and delivering our comprehensive and structured social and emotional resilience curriculum in both 1:1 and group settings, to pupils in both primary and secondary schools, to address issues that are preventing the pupils from achieving their full potential and support the process of successfully reintegrating them back into education. They work closely with both the Think for the Future team and the school to develop and tailor the programme and ensure they are creating data driven impact for the pupils.**



Think for the Future

BE PART OF SOMETHING EXCITING...



Think for the Future's mission is to engage, educate and empower young people to have social and emotional resilience, independence and control in order to achieve their potential. We work in primary and secondary schools, inclusion units and alternative provisions, providing young people with the social and emotional resilience they may need to help them overcome barriers they may face in their education or their lives. The pupils we work with are often disengaged from education, close to exclusion or have low aspirations and, at Think for the Future, we offer the opportunity for them to strive and succeed in both their academic and non-academic outcomes, through improvements in resilience, aspirations and behaviour. To access and impact these pupils, we employ relatable individuals who are able to create strong and lasting rapport with these young people and confidently deliver a comprehensive curriculum covering a vast range of topics, from anger and outburst control, to motivation and will-power.

"Education is
the key to
unlocking
the world, a
passport to
freedom"

Working at Think for the Future

Think for the Future is a dynamic and innovative social enterprise who are committed to their schools, young people and their staff. Working at Think for the Future, you'll belong to a close-knit and supportive team who will invest heavily in your personal development, welfare and performance to facilitate you in being able to have maximum positive impact with the young people you'll be working with. We provide a thorough induction training course for all new staff along with continued access to CDP and access to regular coaching and counselling by industry leading specialists. It's a very exciting time to be joining Think for the Future as we grow into new areas and new schools and grow an even stronger team of Behaviour & Resilience Mentors to deliver their brilliant work.



www.thinkforthefuture.co.uk



Think for the Future



@TFTFuture

Behaviour & Resilience Mentors

As a Behaviour & Resilience Mentor you'll be directly and positively impacting the lives of young people.

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The main objectives and responsibilities of the role are to:

- Develop and deliver the Behaviour & Resilience Mentoring programme in your designated schools
- Work one-to-one, or in small groups with designated pupils with the aim of reducing poor school behaviour, creating long term positive attitude changes and develop pupils' life skills and aspirations
- Ensure the content and delivery of the mentoring sessions is tailored to the needs of the pupils
- Aim to decrease the number of negative behaviour incidents of the pupils you are working with by integrating the use of our advanced data system into daily practice
- Manage key relationships with schools and staff
- Work closely with the team of Behaviour & Resilience Mentors at Think for the Future to share good practice
- Work closely with the Mentor Manager to regularly assess and develop your skills

Progression and development opportunities

At TFTF, we understand importance of providing progression and development opportunities. Therefore, we ensure that Behaviour & Resilience Mentors have opportunities for progression within the organisation and opportunity for personal and professional development in their training and CPD.

“The role of a Behaviour & Resilience Mentor is rewarding, challenging and fun. No two days are the same and you are constantly learning new things about your self and about the young people you are working with! Joe, TFTF Behaviour & Resilience Mentor”

Ideal Candidate Profile

Safeguarding

Think for the Future is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. We adopt a rigorous Safer Recruitment Policy which is followed for every appointment. Therefore, successful appointment to this role will be subject to:

- Declaration of any convictions, cautions or reprimands which you have incurred
- An Enhanced DBS Check
- Two Satisfactory References
- Proof of Eligibility to work in the UK

ESSENTIAL



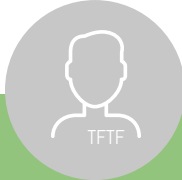
- Experience having worked with young people, especially challenging young people
- Passion and talent for working with young people
- Ability to connect and relate to young people
- Positive attitude and high energy when approaching your work
- Ability to manage change and to adapt to unexpected demands and resilience to working in challenging environments
- Full commitment to the role and to helping the company achieve its objectives
- Ability to assess priorities and manage competing deadlines both independently and as a member of a team
- Outstanding interpersonal and communication skills
- Ability to work with a diverse range of individuals
- Written skills – proven ability to use clear, concise language specific for the purpose and audience
- Admin skills – an ability to complete admin requirements to a high standard including the use of Microsoft Office
- Willingness to travel up to 60 minutes to programme locations and access to your own mode of transport

DESIRABLE

- Related teaching or mentoring qualifications
- Knowledge of relevant policies including safeguarding, health and safety, data protection, etc.
- Experience of working in the school environment

Behaviour & Resilience Mentor Salary Progression

The table below shows the actual and pro-rata salaries for the role of Behaviour & Resilience Mentor at Think for the Future. Progression through pay scales is based on both time in the organisation and performance in the role. Additional contributions are also available on top of salary progression for high performance.

 Support Behaviour & Resilience Mentor	 Behaviour & Resilience Mentor	 Inclusion Centre Manager
1st Year £18,000 Pro-Rata (£20,525 FYE)	1st Year £20,000 Pro-Rata (£22,807 FYE)	Our Inclusion Centre Manager Role is one type of progression route for the Behaviour and Resilience Mentoring position. This role is positioned full time one school managing the Think for the Future Inclusion Centre. £21,000-£24,000 Pro-Rata (£23,947-£27,368 FYE) 40 working weeks 12 weeks holiday
2nd Year £19,000 Pro-Rata (£21,666 FYE)	2nd Year £21,000 Pro-Rata (£23,947 FYE)	
40 working weeks 12 weeks holiday	3rd Year £23,000 Pro-Rata (£26,228 FYE) 40 working weeks 12 weeks holiday	

Mileage Policy

Think for the Future pays for any mileage travelled above 40 miles per day at a rate of 0.24p per mile.

“My role is fantastic, not only are you helping and supporting young people in their development but you share their impressive journey that they go on... this job is so rewarding not only for young people but yourself! -
Laura, TFTF Behaviour & Resilience Mentor”



How to apply:

To apply for this role please send your CV along with a cover letter explaining why you are suited to the role to: recruitment@thinkforthefuture.co.uk

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