



Ark Alexandra
Academy

Learning Engagement Mentor

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| Reporting to: | Senior Inclusion Support Worker |
| Location: | Hastings, East Sussex |
| Contract: | Fixed until 21 July 2023 due to funding |
| Working Pattern: | Full Time, Term Time (36 hours per week) |
| Start date: | As soon as possible |
| Closing date: | Monday 20 February 2023 |
| Salary: | Ark Support 6: Pay Points 12-19: £24,496 -£27,852 per annum (pro rata) Actual salary: £20,978.13 – £23,852.17 per annum |

*The school reserves the right to close this advert early and interviews may take place before the advertised closing date. **Applicants are strongly encouraged to apply early for this role to avoid disappointment.***

Ark Alexandra

Joining our school team is an excellent opportunity for a proactive person who wants to make a lasting difference to the communities they serve.

Ark Alexandra is a two-campus secondary academy with a Sixth Form provision in Hastings, East Sussex. As a Church of England school, our values of faith, excellence and kindness underpin our ethos, culture and behaviour. We have an inclusive admissions policy that welcomes, without preference, students of all faith and none. We believe that everyone deserves to be accepted, included, and empowered to live a purposeful and fulfilling life.

This is an opportunity to join us as a Learning Engagement Mentor and help us create a truly great school for the young people of Hastings.

Our vision is to provide all members of our community with the opportunities to engage with 'life in all its fullness' (John 10:10). This will be achieved through the highest quality of education that a truly great school will provide. We are committed to striving for excellence and inspiring our students to fulfil their potential. Our faith underpins our aim for all students to have the widest possible life choices. By knowing every student, demonstrating kindness, we will inspire every member of Ark Alexandra to have a positive impact on the community around them.

How is Ark Alexandra different?

- We are part of the Ark family of schools and benefit accordingly from outstanding networking and career opportunities and first-class CPD.
- Staff wellbeing is one of our main priorities. We have a 8am - 5.30pm/weekend work-related communication curfew to ensure our staff can maintain a work/life balance. We do not do knee jerk reactions, fads or last-minute deadlines. Our systems and processes for communication, marking and feedback and assessment are streamlined and the approaches we take are research led and based on the needs of our local context.
- Behaviour for learning is always a high priority so our teachers can focus their time on the things that matter – planning and delivering brilliant lessons for our students.
- This is a strict no excuses, no mobile phone school.
- Our curriculum is traditional and academic, and we do not take shortcuts to boost our position in school league tables.
- We put high-quality teaching at the heart of what we do. Live coaching and current best practice in the field of education is central to our approach.
- We offer health benefits such as a subsidised gym membership, Healthcare Cashplan, Cycle to Work scheme and Employee Assistance Programme or if you prefer retail therapy, staff discounts (online and in-store) via instant vouchers or reloadable gift cards from the Ark Rewards scheme.
- We offer a wide range of enrichment opportunities for our students that have excellent attendance and feedback.

If you are ready to add further value to our dedicated, hard-working inclusion department and to work alongside a diverse school leadership team, then you will find this job extremely rewarding.

Alignment with the school's vision, values and approach to education is essential.

The Role and the Department

As a Learning Engagement Mentor, the successful candidate will enhance student learning and progress through supporting the pastoral care of students and secure excellent behaviour in and around the academy.

We need someone who is proactive, has excellent communication skills, is experienced in establishing successful learning relationships with young people and adults and has a genuine passion for and belief in the potential of every student. The ability to remain calm and professional under pressure in a busy environment is essential.

About Ark Schools

Ark is a network of high-achieving, non-selective schools. We run 39 academies in London, Birmingham, Hastings and Portsmouth educating more than 28,500 students.

Our aim is to create outstanding schools that give every student, regardless of their background, the opportunity to go to university or pursue the career of their choice.

To find out more about Ark Alexandra, please visit our website via www.arkalexandra.org

Closing Date: Monday 20 February 2023 at 9am.

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Job Description: Learning Engagement Mentor

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The Role

To work alongside the Inclusion Team to support the effective pastoral care of students and secure excellent behaviour in and around the academy.

Key Responsibilities

- Ensure the consistent implementation of the Behaviour for Learning Policy
- Actively supervise the students
- Maintain excellent order with the students
- Analyse the data to identify any patterns and trends
- Use this information to highlight particular students
- Motivate and inspire students to be better and to be self-managers
- Sustain high visibility and availability in and around the school by supporting behaviour management and class teachers in order to identify and address any inappropriate behaviours
- With the Assistant Principal for Inclusion formulate effective behaviour modification projects for targeted students
- Create and initiate new ideas when dealing with targeting individuals or groups
- Record, monitor and track students' behaviour and use this information to inform actions
- As required, working with individual children or groups inside or outside the classroom
- To work alongside the Safeguarding Team to implement safeguarding and the Academy Child Protection procedures
- To work closely with parents and signpost appropriate support
- Work with local agencies and support networks to build effective partnerships
- Effectively manage the daily behaviour of vulnerable students in order to prevent exclusion and disaffection

Other

- First Aid
- Actively promote the safety and welfare of our children and young people
- Ensure compliance with Ark's data protection rules and procedures
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required
- Support with other school duties, invigilation and enrichment, when required.

Notes

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which he or she has been employed. It provides the school with the opportunity to monitor and review the performance of new staff in relation to various areas, and also in terms of their commitment to safeguarding and relationships with students.

No job description can be fully comprehensive, and from time to time the successful candidate may have to undertake other professional duties as directed by the Principal/Senior Leadership Team/Line Manager.

Person Specification: Learning Engagement Mentor

Qualifications

- Must have GCSE English and Maths, or equivalent

Knowledge, Skills and Experience

- The ability to communicate effectively
- Good organisational and administrative skills
- Demonstrable evidence of working with challenging students
- Evidence of improving the standards of students' behaviour
- The ability to be able to advise and support staff with their behaviour management
- The ability to work in a team
- The ability to use your own initiative
- Excellent ICT skills
- The ability to modify and adapt behaviour and approaches when dealing with challenging students or situations.
- The ability to build and sustain positive working relationships with all stakeholders.

Behaviours

- Genuine passion for and a belief in the potential of every pupil
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and you understand how and when to take appropriate action
- Belief that every student should have access to an excellent education regardless of background
- Professional outlook, detailed orientated and able to multitask and meet deadlines
- A team player that can work collaboratively as well as using own initiative
- Resilient, calm and professional under pressure
- Understanding of the importance of confidentiality and discretion
- Flexible attitude towards work and demonstrates sound judgement

Other

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check

This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role.

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark's safer recruitment process, please click this [link](#).