INCLUSION MENTOR:
JOB DESCRIPTION

About the Role

The successful candidate will support primary and secondary-aged pupils with their education outside of a school setting, delivering highly creative, individualised interventions that engage learners and secure the best possible outcomes.

Although most work is delivered in homes or community settings, a good understanding of school systems and curriculum expectations is essential.

Bright Outcomes is committed to safeguarding and promoting the welfare of children and young people, and expects all staff to share this commitment. This post is subject to an enhanced DBS check.

Job Description

As an Inclusion Mentor, you will:

- Work as part of the Bright Outcomes team to support vulnerable learners who are unable to attend a school or educational placement.
- Deliver a bespoke educational curriculum outside of formal settings, in line with each learner's Education, Health and Care Plan (EHCP) and identified outcomes, working collaboratively with other professionals.
- Manage a caseload of allocated learners with oversight supervision from the Head of Education.
- Track, record, and report progress using Bright Outcomes' online platforms, contributing to high-quality communication and joint working with other professionals.
- Design creative and accessible learning resources tailored to each young person's needs and interests.
- Use specialist skills and strategies to facilitate access to learning and promote independence.
- Model effective approaches and provide guidance to parents and carers, building their confidence and long-term capacity to support learning.
- Liaise and work holistically with staff from other agencies, including schools, health services, social care, specialist teaching services, and educational psychology.
- Contribute to service development, training, and reflective practice within the Bright Outcomes team.
- Work peripatetically, which may include transporting children and young people to sessions or activities.

- Undertake continuous professional development to strengthen knowledge and skills for working with children and young people who face barriers to learning.
- Actively participate in supervision, appraisal, and training opportunities.
- Uphold Bright Outcomes' policies and procedures, particularly in relation to safeguarding and the welfare of children and young people.
- Undertake any other duties commensurate with the post and in line with the needs of the service.

Essential Criteria

- A recognised qualification relevant to the post (minimum Level 3, e.g. Teaching Assistant Level 3, HLTA, Level 3 Supporting Teaching and Learning in Schools, or equivalent).
- Recent experience working as a Teaching Assistant, Learning Mentor, Youth Worker, or in a similar role supporting children and young people.
- Demonstrated success working with learners who have barriers to education and may have experienced emotionally based school avoidance or other challenges.
- Proven ability to plan and deliver creative, engaging programmes that meet the needs of diverse learners.
- Strong interpersonal skills and the ability to build positive, professional relationships with pupils, families, school staff, and external professionals.
- Excellent communication skills, both written and verbal.
- Ability to work effectively both independently and as part of a team, managing time and meeting deadlines.
- Ability and willingness to travel across the local area on a daily basis, in line with service needs.
- Access to a motor vehicle with business insurance cover.
- Commitment to equality, inclusion, and safeguarding of vulnerable children and young people.
- Flexibility to work occasional evenings or weekends, with time off in lieu where applicable.
- Disabled applicants should be able to perform the role with reasonable adjustments, where required.

Desirable Criteria

- A recognised degree-level qualification or willingness to undertake part-time study supported by Bright Outcomes.
- A specialist qualification in SEND.
- Experience of outreach or peripatetic work.