



# Behaviour and Inclusion Mentor

## Job Description



# Welcome to Think for the Future

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 do this through our three core provisions where we work predominantly in a secondary school settings, providing young people with the support they may need to help them overcome barriers they may face in their education. Our three core provisions are: Behaviour & Resilience Mentoring, Integrated Behaviour Hubs and Inclusion Centre Provisions.

Across all our provisions, 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, behaviour and academic success. To deliver our interventions, we employ relatable individuals who are able to create strong and lasting rapport with these young people and confidently deliver a comprehensive programme tailored in a way that targets improvements in educational outcomes for the pupils they work with.

“Education is the key to unlocking the world,  
a passport to freedom”



# Career Pathways

Think for the Future is a dynamic and innovative social enterprise who is committed to their schools, young people and their staff. When you join Think for the Future, you join an organisation who will encourage you to develop your skills and will provide you with opportunities to progress into new roles, gaining new experiences and responsibilities.

The role you're starting in is just the start of your journey with us!

Behaviour & Resilience Mentoring

Inclusion Centre Provision

Integrated Behaviour Hubs

When you're ready for a new challenge, we'll provide you with opportunities for progression. Whether that be a Team Leader within our Behaviour & Resilience Mentoring provision, taking on the responsibility for an Integrated Behaviour Hub or moving into a management position in an Inclusion Centre, we're able to help you achieve your next career and salary goal in an organisation you'll love.



# Your Think for the Future journey starts here but where could it take you?

When you join Think for the Future, you join an organisation who will encourage you to develop your skills and will provide you with opportunities to gain new experiences and responsibilities.

At TFTF, we understand the importance of providing progression and development opportunities. Staff have several opportunities for progression, skills growth and role growth. We operate a strong appraisal and 1:1 process whereby staff are able to continually focus on their own personal and professional development opportunities and assess their motivations within the role and future career goals within the organisation. There are also multiple opportunities for ongoing personal and professional development through our in-house and external training programmes.

Every individual has their personal TFTF Progression Plan that is reviewed multiple times per year, looking at; salary, skill, role and school placement progression!

We operate transparent salary bandings, so you're able to plan ahead and we can work with you to help you take your next step with us.

## Our Progressive Salary Bandings

Banding	Actual Salary	Full Time Equivalent Salary	Criteria
Band 1	£24,000 - £25,000	£26,781 - £27,896	<ul style="list-style-type: none"><li>• Developmental Behaviour and Inclusion Mentor (ICP)</li></ul>
Band 2	£25,000	£27,896	<ul style="list-style-type: none"><li>• Behaviour and Inclusion Mentor (BRM and ICP)</li><li>• Level 1 Reflection Room Behaviour &amp; Inclusion Mentor</li></ul>
Band 3	£25,000 - £26,000	£27,896 - £29,012	<ul style="list-style-type: none"><li>• Level 1 Hubs Behaviour &amp; Inclusion Mentor</li><li>• Level 2 Reflection Room Behaviour &amp; Inclusion Mentor</li></ul>
Band 4	£26,000 - £27,000	£29,012 - £30,128	<ul style="list-style-type: none"><li>• Level 2 Hubs Behaviour &amp; Inclusion Mentor</li><li>• Team Leader</li><li>• Level 1 ICP Deputy Manager</li></ul>
Band 5	£27,000 - £28,000	£30,128 - £31,244	<ul style="list-style-type: none"><li>• Level 2 ICP Deputy Manager</li></ul>
Band 6	£28,000 - £29,000	£31,244 - £32,360	<ul style="list-style-type: none"><li>• Level 3 ICP Deputy Manager</li><li>• Level 1 ICP Manager</li></ul>
Band 7	£29,000 - £30,000	£32,360 - £33,476	<ul style="list-style-type: none"><li>• Level 2 ICP Manager</li></ul>
Band 8	£30,000 - £31,000	£33,476 - £34,592	<ul style="list-style-type: none"><li>• Level 3 ICP Manager</li></ul>
Band 9	£31,000 - £34,000	£34,592 - £37,939	<ul style="list-style-type: none"><li>• Level 4 ICP Manager</li></ul>
Band 10	£34,000 - £35,000	£37,939 - £39,055	<ul style="list-style-type: none"><li>• Level 5 ICP Manager</li></ul>
Band 11	£35,000 - £45,000+	£35,000 - £45,000+	<ul style="list-style-type: none"><li>• Provision Operations Manager (52 working weeks)</li></ul>

# Role Overview

“ 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 & Inclusion Mentor

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Contract Length: **Permanent**

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

Hours of Work: **8am–4pm Monday to Friday**

As an organisation we are keen to ensure a positive work-life balance, so we ensure that ample time is given within the working day for completing all required tasks meaning no work is required outside of these working times.

Weeks of Work: **41 weeks per year**

As it is a school based role, you are only required to work in term time, meaning that you get a minimum of 11 weeks of holiday per year (the school holidays). No work is required within school holiday dates, with exception of a small number of training days throughout the year (a maximum of 3 days).

Start Date: **Rolling Recruitment (please see website)**

We operate rolling recruitment for this role, with entry points being the start of each academic term (January, April and September) of each year. Your application will be considered for the next upcoming entry point, unless you state otherwise on your application that you would like to be considered for a later entry point.

Salary: **£25,000 actual salary (Salary progression opportunity to £35,000)**

This is a full time equivalent salary of **£27,896**. As an organisation we are dedicated to the career mobility of our staff and have a clear and progressive pay scale available for staff to achieve as they move into new roles within the organisation.

Location: **Various (please see website)**

We currently have a number of job openings in various locations of the UK across our various provisions, which are specified on our website. Successful applicants will be allocated to Think for the Future provision(s) based on their location, experience and skill set. Staff 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.



## As a Behaviour & Inclusion Mentor you will be directly and positively impacting the lives of young people

Our Behaviour & Inclusion Mentors work on one of our three provisions: Behaviour & Resilience Mentoring, Integrated Behaviour Hubs or Inclusion Centres. They provide support and mentoring for the pupils allocated to their provisions(s) to address issues that are preventing them from achieving their full potential. To achieve this, our Mentors utilise our in-house, tailored social and emotional resilience curriculum within both group sessions and one-to-one work, with the aim of reducing poor school behaviour, creating long term positive attitude changes and developing pupils' life skills and aspirations. Our Behaviour & Inclusion Mentors work closely with their cohort of students as well with the team at Think for the Future and their school(s) to develop and tailor the Think for the Future programme within the setting, and ensure they are creating data driven impact for the pupils they're working with.

The main objectives and responsibilities of the role are to:

- Develop and deliver the 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, Purple, into daily practice
- Manage key relationships with schools and staff
- Work closely with your team to share good practice
- Work closely with your Manager to regularly assess and develop your skills

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I was a SEN teacher for five years and also worked as a P.E. coach. My first three weeks of training were fantastic! Everyone was incredibly supportive, and meeting the current mentors was especially helpful - I learned so much from them. We'll support you too!

Faith, TFTF Behaviour & Inclusion Mentor

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# 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

### DESIRABLE

<ul style="list-style-type: none"><li>• Experience having worked with young people, especially challenging young people</li><li>• Passion and talent for working with young people</li><li>• Ability to connect and relate to young people</li><li>• Positive attitude and high energy when approaching your work</li><li>• Ability to manage change and to adapt to unexpected demands and resilience to working in challenging environments</li><li>• Full commitment to the role and to helping the company achieve its objectives</li><li>• Ability to assess priorities and manage competing deadlines both independently and as a member of a team</li><li>• Outstanding interpersonal and communication skills</li><li>• Ability to work with a diverse range of individuals</li><li>• Written skills – proven ability to use clear, concise language specific for the purpose and audience</li><li>• Admin skills – an ability to complete admin requirements to a high standard including the use of Microsoft Office</li><li>• Willingness to travel up to 60 minutes to programme locations and access to your own mode of transport</li></ul>	<ul style="list-style-type: none"><li>• Related teaching or mentoring qualifications</li><li>• Knowledge of relevant policies including safeguarding, health and safety, data protection, etc.</li><li>• Experience of working in the school environment</li></ul>
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## Ideal Candidate Profile

The Behaviour & Inclusion Mentor role is an exceptional opportunity for those who are not just seeking a job but are driven by the mission of transforming the lives of young people across UK schools. Ideal candidates are vibrant, energetic, and deeply committed to influencing positive behavioural changes, fostering resilience, and nurturing the overall engagement of pupils. This role is designed for proactive individuals who thrive in dynamic classroom environments, who can independently manage and inspire a groups of pupils.

While previous experience in a similar role is not required, candidates with a background in engaging with young people—be it through teaching, sports coaching, youth work, or residential care—are highly desirable.

This position offers a unique chance to harness and grow these valuable skills, making it particularly attractive to those with a history in education, sports, or community youth projects.

The role also provides a well-balanced professional lifestyle. With 12 weeks of holiday per year and a workday structured from 8 am to 4 pm without the requirement of extra hours, it ensures that your dedication to the role is balanced with personal time. This role set up is not just a career; it's a lifestyle choice, offering the perfect blend of professional fulfilment and personal well-being.

If you are passionate about making a tangible difference, possess a zest for nurturing future generations, and are looking for a role that respects your work-life balance, the Behaviour & Inclusion Mentor position could be your ideal next step. Join us in our mission to shape brighter futures and witness the profound impact your guidance and mentorship can have on the lives of pupils across the UK.





## Additional Perks of Working at Think for the Future



**Comprehensive Induction Training:** We provide a dynamic and informative Induction Training for all new staff, during which we not only introduce you to your new role and give you all the tricks and tools you'll need to create the maximum impact, but we also host a range of exciting team building events and socials.



**Continued Professional Development:** Our training doesn't just stop after your induction, we provide ongoing high quality training and CPD as well as giving you access to £100 of funding per academic year to be able to access your own CPD opportunities.



**Vitality Health Insurance:** Access top-quality healthcare with Vitality Health Insurance, made affordable through a salary sacrifice scheme. Enjoy premium healthcare support at a lower cost, ensuring your well-being is covered without stretching your budget. With Vitality, superior health support is just part of the package.



**Health Assured EAP:** We know that life can throw us curved balls sometimes and it's hard to know where to turn. Our partners at Health Assured offer 24/7 confidential support from experienced therapists and advisors for just about any issue you can think of. From family issues, financial information and legal information to childcare support, consumer issues and bereavement counselling. If you have a problem, they're there to help you solve it.



**Positive & Supportive Team Culture:** At Think for the Future, we pride ourselves on our positive and supportive team culture, with a dedicated team of Line Managers who support our staff at every turn. We invest heavily in our staff to ensure that they are able to positively impact the pupils they work with and, most importantly, are happy whilst doing it!

## How to apply

To apply for this role please complete the application form that can be found at our website:  
[www.thinkforthefuture.co.uk/jobs](http://www.thinkforthefuture.co.uk/jobs)



Belief

Courage

Growth