

Behaviour & Education Support Mentor Advert

Salary: NJC 6 Point 16- £29,930.66 Actual (£34,488 FTE)

Hours/Term Time/Full Time: 36 Hours per week – TTO

Location: Gravesend

Start Date: April 2026

Do you have experience of working with behavioural and learning needs?

Would you be excited to be part of a team of passionate staff, wanting to make a difference to the education of young people?

Do you love making a difference but want to advance your career?

Would you be excited by an offer of a wealth of professional development?

Do you have a particular interest in managing behaviour that we could upskill you in?

Would you like to progress and be awarded a more competitive salary?
If yes – then read on...

We have an exciting vacancy in our Kent and Medway Hub for a Behaviour and Education Support.

We are an Alternative Provision school in North of Kent. We have an outstanding reputation for developing skilled professionals in to exceptional practitioners.

We need a Behaviour & Education Support who is able to help our students take the first steps on a life changing journey. Do you have the ability to understand mental health triggers and find the right supportive strategy? Can you provide stability and security so young people can overcome mental health adversity? Can you remind young people of the importance of learning and help them re-engage with their studies? Do you have brilliant de-escalation skills?

The ideal candidate will:

- Know behaviour is a symptom and needs to be unpicked and understood – focusing on ensuring learning time is not lost
- Have an awareness of SEMH needs and value the power of education to support these, ensuring that class teachers can focus on the lesson at hand
- Have an awareness of the impact that mental health can have on a young person and the barriers it can create, particularly limiting young people's success in education
- Believe that our students can achieve anything they want and that we have a responsibility to support them, refocusing negativity and securing their learning
- Be proactive, we are not here to fire-fight!
- Be professional and set an example to their staff team
- Know that as a team, we all play a vital role in giving our students opportunities, experiences and, most of all, success!
- Have a creative and flexible approach to working with young people, even in the most challenging circumstances
- Be able to liaise and meet with parents, being willing to have difficult conversations regarding behaviour
- Have the ability to competently and efficiently complete any appropriate admin tasks
- Want to grow and develop in this new role

The Trust/Estuary Academy North can offer you:

- An organisation with a clear moral purpose to change young people's lives.
- A commitment to support you, in developing new skills through a wide range of professional development opportunities and experiences.
- The opportunity to work with a dedicated passionate team of professionals.
- Access to our 24/7 employee assistance scheme.
- Term-time hours and flexible working.
- Additional paid week leave in October for wellbeing purposes.
- Five Year Service award for Support Staff.
- Teachers' Pension Scheme or Local Government Pension Scheme.
- Eye care reimbursement.
- Eligibility to discount schemes such as Blue Light.

Applications must be received no later than the closing date on the advert. Applications received after this date will not be considered. To help manage applications efficiently, we reserve the right to close this vacancy early if we receive a strong response therefore, we encourage you to apply as soon as possible. We may also interview shortlisted candidates before the official closing date.

Further information about Alternative Learning Trust/Estuary Academy North can be found on our website.

Closing date: 24th April 2026

Interview date: TBC

Safeguarding Statement

Alternative Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

This post is exempt from the Rehabilitation of Offenders Act 1974. Shortlisted candidates will be asked to complete a Declaration of Offences form to confirm their criminal record or other information that may make them unsuitable to work with children. It is an offence for an individual with certain criminal convictions to attempt to engage in regulated activity (working with children).

This appointment is subject to pre-employment checks including an enhanced DBS check, teaching prohibited checks (if applicable), Section 128 check (if applicable), ID and right to work check, medical screening and confirmation of qualifications and references. We will conduct online searches on shortlisted candidates for information that is publicly available.

Copies of Estuary Academy North's Safeguarding and Child Protection Policy can be found on the Estuary Academy North website.