



My Future Mentor - Key Stage 3-5

Salary: NJC Scale - Pro-Rata - confirmed at interview

Contract Type: Full Time

Start Date: TBC

About Ian Mikardo High School:

Ian Mikardo High School is a highly specialist provision dedicated to transforming the lives of young people with complex social, emotional, and mental health needs. We are a unique and innovative learning environment, committed to providing a holistic, therapeutic, and academically engaging experience. Our ethos is built on nurturing individual potential, fostering resilience, and equipping our students with the skills and confidence to succeed in school, their communities, and beyond. We pride ourselves on our highly dedicated staff team, strong community links, and a relentless focus on positive outcomes for every student.

The Role:

We are seeking an experienced and dedicated School Mentor to join our committed team, providing crucial support to students across Key Stage 3, 4, and 5 with Social, Emotional, and Mental Health (SEMH) needs. This pivotal role will focus on co-creating goal-oriented outcomes with students, fostering their engagement with school, learning, and future pathways. This is a dynamic role that combines in-school support with community-facing elements, directly assisting students in developing essential life skills and navigating real-world challenges.

The successful candidate will be instrumental in supporting students to navigate a range of challenges and opportunities, promoting their personal development, life skills, and active participation within the school, community, and world of work.

Key Responsibilities:

- **Mentorship and Goal Setting:** Co-create, implement, and monitor individualised, goal-oriented mentorship plans with students, focusing on their SEMH needs and a broad spectrum of areas including:
 - School engagement, attendance, and fostering a positive attitude towards learning.
 - Academic progress and developing effective learning strategies.
 - **Life Skills and Independent Living:** Develop and deliver practical, tailored mentorship programmes focused on crucial life skills. This will involve both in-school activities and community-based tasks, such as:
 - Supporting students through the process of opening a bank account, understanding basic financial literacy.
 - Guiding students through the application process for college courses, apprenticeships, or job opportunities, including CV writing and interview preparation.
 - Assisting with practical administrative tasks like applying for passports, driving licences, or other essential documentation.
 - Implementing 'travel training' to build confidence and independence in using public transport across London, fostering a greater sense of autonomy.
 - Facilitating visits to community resources, including the Job Centre Plus, local libraries, and other relevant support services, to introduce students to available support networks and build their confidence in accessing these independently.
 - Organising and leading practical activities that build confidence in navigating public spaces and engaging with the wider London community.
 - Access to comprehensive careers information, advice, and guidance, including exploring diverse career pathways.
 - Successful attendance and engagement with college courses or work placements, providing practical support for a smooth transition.
 - Personal development, fostering resilience, self-advocacy, communication skills, and emotional regulation.
 - Community engagement and understanding the world of work, including developing appropriate workplace behaviours and expectations.
- **Collaborative Practice:** Work effectively alongside other practitioners providing interventions, ensuring a holistic and integrated approach to student support. This includes collaborating with pastoral staff, therapists, and academic departments.
- **Reporting and Documentation:** Prepare comprehensive and insightful reports for various meetings, including:

- Contributing to Annual Reviews for students with Education, Health and Care Plans (EHCPs).
- Personal Education Plan (PEP) meetings.
- Contributing as required to a range of other meetings as directed by Senior Colleagues
- **Student Advocacy:** Champion the needs and aspirations of students, ensuring their voices are heard and their progress is effectively communicated to relevant stakeholders, both within and outside the school environment.
- **Pastoral Support:** Provide consistent and reliable pastoral support, building strong, trusting relationships with students based on empathy, respect, and clear boundaries.

The Ideal Candidate:

- ***Essential:***
 - Proven experience in a mentorship role, with a strong track record of supporting young people with complex needs, ideally within an educational or youth setting.
 - Demonstrable understanding of the challenges faced by students with SEMH needs and a therapeutic approach to their support.
 - Excellent communication, interpersonal, and active listening skills, with the ability to build rapport quickly and effectively with young people, families, and external professionals.
 - Strong organisational and time management skills, with the ability to manage a diverse caseload effectively and prioritise tasks.
 - Proficiency in producing clear, concise, and professional reports that contribute to multi-agency planning.
 - A proactive and adaptable approach, with the ability to identify and address individual student needs creatively.
 - A commitment to safeguarding and promoting the welfare of children and young people is paramount.
- ***Desirable:***
 - Relevant qualifications or specific Continuous Professional Development (CPD) in mentorship, coaching, counselling, youth work, or a related field.
 - Experience of working within a school environment across Key Stage 3-5.
 - Practical knowledge of careers pathways, further education options, apprenticeship schemes, and relevant community resources available in London.

Reporting Structure:

The School Mentor will report to the School Specialist Assessment and Intervention Co-ordinator for day-to-day work and student intervention strategies, ensuring alignment with therapeutic and intervention plans. Line management will be provided jointly by the School Careers Lead and the Head of Sixth Form, ensuring a comprehensive and coordinated approach to careers education, post-16 pathways, and overall student development.

We Offer:

- Access to a supportive working environment, working as part of a multi-disciplinary team
- Access to a range of professional development opportunities
- Supervision support and reflective practice sessions delivered by our *'in house'* psychotherapists

Application Process:

To apply for this role, please complete the application form available on request via email from the school office - ianmikardooffice@beckmeadtrust.org

Please complete and return your completed application form to the school office via email by 4pm on Friday 27th June 2025.

Our school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an enhanced Disclosure and Barring Service (DBS) check.

We are an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation or age.