

SEMH Mentor
SALARY RANGE: GRADE 5 (SCP 12-17)
Permanent / Fixed Term Contract
Actual Salary (£25,523 - £27,687)

Foundry College is looking to recruit SEMH Mentor, you will play a pivotal role in embedding a trauma-informed, therapeutic culture across the college. You will work directly with young people experiencing complex Social, Emotional, and Mental Health (SEMH) difficulties. Your primary mission is to bridge the gap between emotional regulation and academic engagement, supporting pupils on-site and in off-site settings to re-engage with learning, build resilience, and achieve positive life outcomes.

The ideal candidates for SEMH Mentor will:

1. Nurture: Therapeutic Support & Relationship Building:

- Plan and deliver bespoke 1:1 and small group mentoring sessions focusing on emotional literacy, self-regulation, resilience, and social skills development.
- Build secure, professional, and trusting relationships with highly disengaged or traumatised pupils, acting as a consistent and calm role model.
- Apply trauma-informed practices and proactive de-escalation techniques (e.g., Therapeutic Thinking / Team-Teach) to maintain a safe, calm environment during distressed or dysregulated behaviours.

2. Inspire: Educational Access & Support

- Partner with classroom teachers and support staff to adapt learning environments, minimise emotional barriers, and keep pupils focused on their educational targets.
- Support pupils across varied environments, including off-site activities, reintegration programs, transition phases, and visits to mainstream provisions.
- Utilise innovative, interest-led strategies to motivate learners who have encountered severe barriers to education.

3. Achieve: Systemic Outcomes & Monitoring

- Monitor and record behavioural and emotional progress using college tracking systems, providing detailed feedback to the Behaviour & Attitudes Lead and teachers to evaluate intervention impact.
- Work collaboratively with parents, carers, social care, and external agencies to ensure a unified wrap-around approach for every pupil.
- Uphold the highest standards of pupil welfare, maintaining compliance with college safeguarding, health and safety, and equal opportunities policies.

In return, we can offer you:

- A bright, modern College with a creative approach to working with young people
- Excellent opportunities for professional development
- A friendly and supportive staff team, dedicated to improving pupil outcomes and life chances
- A Senior Leadership Team that encourages team working, innovation and the use of solution-based thinking

For further information about the SEMH Mentor role, please contact Sarah on 0118 334 1510.

To apply, please visit our website [Support Staff Vacancies | Foundry College](https://www.foundry.wokingham.sch.uk/support-staff-vacancies) where you will find the job description and application form. Completed Application Forms should be emailed to recruitment@foundry.wokingham.sch.uk.

Applications will be considered on receipt.

*Foundry College is fully committed to safeguarding and promoting the welfare of children and young people.
This position requires an enhanced DBS disclosure **CVs will not be accepted***