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| <b>Job title:</b> | <b>Mentor</b>  |
| <b>Salary:</b>    | <b>£23K - £26K for 39 weeks a year.<br/>Hours 9-3pm Mon, Weds, Thurs &amp; Friday, Tues 9-4.30pm</b> |
| <b>Location:</b>  | <b>Halstock, Dorset, UK</b>  |

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| <b>Job purpose</b>                            |
| Mentor for young people with additional needs |

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| <b>Source and nature of management provided</b>               |
| Key Manager, Education Manager, Operations Manager & Director |

| <b>Mentor duties and responsibility</b> |  |
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| <b>1</b>                                | To work <b>therapeutically, with a trauma informed approach</b> , with a range of young people 8-18 years, who have an EHCPs, supporting social, emotional and mental health strategies, development and progression.                                |
| <b>2</b>                                | To focus on hands on, experiential, choice driven activities to develop young people's passions and interests.   |
| <b>3</b>                                | To enable young people to develop trust, boost self-esteem and work towards re-engagement with education.  |
| <b>4</b>                                | To work intuitively and creatively using child centred philosophy to develop young people's confidence and self-esteem to enable re-engagement with education, their families and communities, helping them to make positive changes in their lives. |
| <b>5</b>                                | Ensure that the highest standards of record keeping including electronic data entry report writing and that policies and procedures are followed.  |
| <b>6</b>                                | Ensure that excellent communication is established and maintained across the programme.  |
| <b>7</b>                                | Maintain the highest standards of professionalism at all times and promote equality & diversity for students.  |
| <b>8</b>                                | Ensure compliance to safeguarding, health and safety, risk assessments and CoRE's policies and procedures at all times.  |

| Main duties and responsibilities |   |
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| Mentoring young people           |   |
| 1                                | To work with a team of mentors, either 1:1 or in a small group.   |
| 2                                | To represent CoRE in a positive, warm, calm, professional manner at all times.  |
| 3                                | To engage young people through a range of animal facilitated therapeutic activities, developing knowledge and regulation strategies.  |
| 4                                | To engage young people through <b>ecotherapy activities</b> , to focus on regulation strategies aiding mental health and well-being.  |
| 5                                | To engage young people with other re-engagement activities such as art, cooking, woodwork, forest school, environmental awareness, natural crafts and land management activities. |
| 6                                | To understand the importance of confidentiality and safeguarding when working with vulnerable young people and their families.  |
| 7                                | To work effectively within a team of mentors, requesting additional resources to inform weekly planning, preparing materials before sessions as required.                         |
| 8                                | To be part of a team that is focused, diligent, professional, confidential and working towards a supportive and progressive working environment.                                  |
| Administration                   |   |
| 1                                | Ensure that the highest standards of record keeping including electronic data entry where appropriate and recording, report writing is maintained on a sessional basis.           |
| 2                                | To engage in written and verbal discussions around the young persons' progression, development, raising safeguarding issues and health and safety concerns as appropriate.        |
| 2                                | To take photos as necessary, in line with CoRE's safeguarding policy.   |
| 3                                | To feed into student reviews or case studies for young people as required.  |
| 4                                | To complete student portfolios in line with CoRE's current requirements.  |
| 5                                | To work in line with CoRE's policies, procedures and risk assessments.  |

| Main duties and responsibilities |  |
|----------------------------------|--|
| Support and Supervision          |  |
| 1                                | To attend all team meetings, as part of CoRE's safeguarding and health and safety updates. |
| 2                                | To attend all Peer support meetings to develop the ethos of the mentoring team.            |
| 3                                | To book 1 supervision session per term.  |
| Training                         |  |
| 1                                | To complete relevant training as required  |
| 2                                | To attend and participate in Inset Days  |

| Mentor Person Specification  |
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| <p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Experience of using a child centred and therapeutic approach.</li> <li>• Experience of working with young people with or without additional needs.</li> <li>• Emotionally and physically resilient.</li> <li>• To believe that all young people are able to achieve given the right experience and that we should enable them to achieve their potential.</li> <li>• To be able to establish a rapport with a young person.</li> <li>• To provide a positive role model, be friendly and professional</li> <li>• To accept a young person for who they are and what they bring with them that day.</li> <li>• To work flexibly with young people, to be intuitive and diplomatic and respond with a calm and considered approach.</li> <li>• To be a good listener and enable a child to express their thoughts, views and feelings.</li> <li>• To maintain respect for the child's ability to solve their own problems.</li> <li>• To work with clear boundaries whilst facilitating the child's journey.</li> <li>• To identify changes in circumstance and issues with young people and share this appropriately.</li> <li>• Willingness to receive and implement additional training.</li> <li>• To be motivated by the goals and ambitions of CoRE and share our passion for young people's needs and their progress.</li> <li>• To be open to learning new skills as required – from learning to engage therapeutically with the animals on site through to horticulture and outdoor cooking skills.</li> </ul> |

**Desirable**

- Understanding/ Experience of Developmental Trauma
- Experience of working with the THRIVE approach
- Experience/ training of working with PACE (Playfulness, acceptance, curiosity and empathy) or Therapeutic Parenting
- Experience of working with neural diversity
- Experience of animal-assisted therapeutic activities.
- Experience of forest school activities or horticultural knowledge
- A muck-in attitude, accommodating, practical and not afraid to get wet or dirty.

**Updated SB Jan 2026**