



Flourish at The Farm Candidate Pack – Learning Mentor

TRINITY
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- Welcome – What we do and who we are...
- Our Culture and Ethos
- The Role
- Salary and Benefits
- How to apply to the position





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Introduction to Flourish at the Farm

Flourish at The Farm is proud to be an Alternative Education Provider that specialises in supporting the needs of primary school children and those embarking on their first years in secondary education. We focus particularly on those with special educational needs who find it difficult to thrive in a conventional classroom setting.

Our mission is to inspire and support young people by delivering high quality, engaging and practical learning opportunities in a safe, supportive environment; helping them to develop the confidence, abilities, behaviours, and well-being that will enable them to cope better with life's challenges and prepare them for the next stage in their educational journey.





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Ben Kruze
Founder & Director of
Education, BA, PGCE,
Education Consultant



James Robins
Founder & Director of
Operations. BA, BSc,
Masters, Education
Consultant



Alice Crothall
Head of Alternative
Provision, DSL and Play
Therapist





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The Culture and Ethos at Flourish at the Farm forms part of and shapes all that we do. It enables us to be the best Mentors and ensures that we all work in respectful, efficient and effective ways.

- **Positive and Productive Communication** – We will communicate in a way that is mindful of all (staff, student, parents and other stakeholders) ensuring productive and positive outcomes.
- **Flexibility** – We will actively adapt to student needs to be open to change and diversify our sessions to meet the needs of students on a day-to-day basis.
- **Resilience** – We are resilient when faced with challenging situations, new activities and lead by example for our students to learn from.
- **Calmness** – We remain calm whatever situation arises in order to help alleviate anxiety and stress for students and staff, thus prompting a peaceful working environment.
- **Mutual Respect** – We show mutual respect to all staff, students, parents and other stakeholders. This act of respect and kindness might just help them through their day.
- **Time** – We ensure we give 100% of our time during sessions with our students. This is knowing when to step in and support and when to step back and let them grow.

Please familiarise yourself with the above, it is integral to what we do and who we are!





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What Mentors Deliver:

- Deliver high quality educational material on a 1-2-1 basis
- Proactive development, preparation, and delivery of curriculum
- Clear and collaborative communication approach to student's curriculum/development/needs and colleagues
- Demonstrate the ability to adapt and be flexible to challenges and circumstances as they arise
- Build successful working relations with staff, children, and external stakeholders
- Write individual feedback reports relating to performance and development updated weekly
- Excellent time keeping practices to ensure smooth transitions between students' sessions
- Ensure compliance to all safeguarding and training (provided by Flourish internally and externally)
- Assist with administrative tasks
- Have an active role in the day-to-day operations of Flourish at The Farm
- Demonstrate Flourish at the Farm's behaviours and values
- Deliver on any other tasks and projects to support the objectives of Flourish at the Farm
- Keep up to date on Flourish at The Farm policy

Purpose: Mentors support the work of the Lead Mentors in assisting to deliver relevant and bespoke curriculum on a 1-2-1 basis.





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Knowledge, Skills & Experience of a Mentor

Essential:

- Relevant qualifications for working with children/special needs or within education
- Experience of working with children in an educational environment
- Experience of writing reports, clearly and succinctly
- Highly organised with the ability to prioritise
- Resilient and able to work in a constantly changing environment
- High level of literacy and numeracy and the ability to understand complex information
- Able to work accurately, quickly, and consistently, with close attention to detail
- Able to communicate effectively.
- Able to use a range of IT packages – for example Excel/ Word.
- Conducting open-source research.
- Able to work autonomously and as part of a team.

Desirable:

- Familiar with Ofsted, educational policies, and safeguarding.
- Knowledge of SEND departments in schools and county councils

Learning Mentor Working Practices:

- Friendly and positive communication with all staff, students and stakeholders
- Flexibility and adaptability to ways of working
- Open and honest communication with staff
- Compassion, respect and understanding the needs of staff and students
- Emphasis on health, well-being, and the environment
- Open mind to learn and support one another
- Be part of and contribute towards a positive and fun working environment
- Strive for best practice and excellence





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Salary

- Starting salary for Learning Mentors is £18,500 per annum for a full-time role
- Each year we carry out a salary review to ensure our staff are receiving the market rate for their role.
- Term time contract – 39 weeks

Benefits

- 28 days annual leave including bank holidays
- Sick pay
- £125 health and wellness per year allowance
- Enhanced maternity/paternity pay
- End of term staff events
- Onsite free parking
- Protected lunchtime and breaks
- Ad hoc financial incentives
- Holiday camp – opportunity to work for extra pay during holiday times.





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Our Site

We are located on site of Cobbs@The Farm in the small village of Snitterfield, Warwickshire.

We have an extensive outdoor area with varying outdoor buildings for staff and students.

We also have an indoor area which can also be used for students and staff.

The Farm isn't a working Farm but is a business where the public can access. We have a designated area of our own and we can access varying resources if appropriate/needed.

How to Apply

From time to time, we have vacancies arise and we actively seek for people to apply for the role of a Learning Mentor.

If we don't have an available opportunity, we will take a speculative application in the form of a CV and Cover Letter. This can be emailed to charley@flourishatthefarm.co.uk

