

Behaviour Mentor



Hawkey Hall
High School



RECRUITMENT PACK

Welcome



Dear Applicant,

Thank you for your interest in the behaviour mentor position at Hawley Hall High School.

We are seeking to appoint a dedicated and enthusiastic individual who is ambitious and has an excellent work ethic to join our team from November 2026.

Hawley Hall High School is a school with a very positive outlook and a "can-do" approach amongst staff and students. A strong learning culture is evident because there is an acknowledgement that we are all learners, and we can all improve.

To help you decide if the job would suit you, please find enclosed some details, which we hope will give you a flavour of what Hawley Hall High School and The Rowan Learning Trust are about.

If you feel that you can **maximise potential, celebrate inclusion and inspire a lifelong love of learning**, then we would be delighted to receive an application from you.

Visits to our school are welcome and can be arranged by contacting my PA, Samantha Doherty, on 01942 204640 or email s.doherty@hhhs.net

We are committed to safeguarding all members of our community; therefore, all posts are subject to enhanced disclosure procedures and pre-employment checks.

Yours faithfully,

Mr P McKendrick
Headteacher
Hawley Hall High School

Hawkley Hall High School



Context

Hawkley Hall High School is a popular, mixed comprehensive secondary school based in Wigan, Greater Manchester. The school was graded as Good in all areas by Ofsted in November 2024.

We see successful education as a partnership between parents, students, and ourselves. Links with parents are of paramount importance, with regular and frequent contact via parents' evenings, reports, newsletters, and the school planner contributing to a continuing dialogue about the curriculum we provide for our children.

Facilities

The school is situated in the southwest of Wigan, close to the M6 motorway, in an area of substantial private development. A wildfowl nature reserve borders the school grounds providing an open attractive outlook to the site. We provide bespoke facilities for students across all subjects. We strategically invest in our ICT and site.

Commitment to CPD

Staff development is also at the heart of our school. All staff engage in regular professional learning within their faculty and beyond. Staff in leadership roles are supported internally and are encouraged to engage in additional training through the national programme of NPQs. Indeed, a number of our colleagues who have been Lead Practitioners have gone on to further senior roles in the school.



The Rowan Learning Trust

'MAXIMISING POTENTIAL FOR ALL'

The Rowan Learning Trust was established in 2012 following many years of highly successful school to school based support. The Trust was founded on the philosophy that high expectations and standards, alongside true collaboration, accelerates school improvement.

Therefore, maximising the potential of students and staff within our wider school community; with a clear moral purpose to advance education for the public benefit. Our name refers to the inception of the Trust within the borough of Wigan and the Rowan tree being featured on the borough's coat of arms. The Rowan Learning Trust was formed. We are an education charity with our schools working collaboratively, as one entity, to improve and maintain high educational standards across the whole organisation.

Built on a foundation of strong values that underpins the Rowan Learning Trust' philosophy, these consist of:

Respect  Kindness
Integrity

More information can be found at
www.rlt.education



'Our trust is built on the firm belief that everyone can reach their full potential wherever they are within our community. We want our learners to leave us prepared and confident for the next stage of their lives. To achieve this goal, we operate a collaborative approach to staff development and school improvement which is a supportive and aspirational process; we share our best practice internally and externally with practitioners from other schools. We are extremely proud of the achievements made by our students and staff.'



THE ROWAN LEARNING TRUST

'Maximising Potential for All'

Job description



BEHAVIOUR MENTOR	
Reports to:	Assistant Headteacher - Pastoral
Location:	Hawkley Hall High School, Carr Lane, Wigan, WN3 5NY
Grade:	Grade 5, scale points 8-14
Salary:	FTE £27,709 - £30,515 (Pro rata salary £23,728 - £26,130)
Hours:	37 hours per week, term time plus 1 week

Overall purpose of the post:

- Remove barriers to learning.
- Develop an effective whole-school attitudes, behaviour for learning, and safety culture.
- Ensure rigorous monitoring of whole-school behaviour standards.

Main Responsibilities:

- To support and assist students in managing their behaviour and achieving their social and behavioural targets, both in and outside the classroom.
- To remain a constant presence around the school, ensuring students are not out of lessons unless they have permission from staff.
- To assist students in returning to the classroom once they have regained control of their behaviour and self-regulated.
- To collect students for detentions as and when required.
- To manage students as they enter and leave the school site, ensuring they comply with school rules.
- To ensure students conduct themselves in a safe and respectful manner when moving around the school.
- To ensure students transition quickly and calmly between lessons and social times.
- To set a good example to students through their own presentation and professional conduct.

- To provide pastoral support to learners to promote their overall health and wellbeing, for example by providing emotional support, encouragement, and opportunities to build self-esteem.
- To keep up to date with current developments in supporting students who face challenges in learning and social and emotional development.
- To actively participate in team training events and meetings and share good practice.
- To guide students in a manner that maximises their individual potential by adapting support to their needs.
- To mentor individual students and small groups, as directed by the heads of year and assistant headteacher.

Communication

- To communicate effectively and constructively with the parents/carers of students, as appropriate, and to follow up on these communications.
- To communicate and cooperate effectively with external agencies, organisations, and individuals, where appropriate.
- To adhere to the school's agreed communication policies and procedures.

Support for the School

- Be aware of and comply with policies and procedures relating to child protection, health and safety, security, confidentiality, and data protection, reporting any concerns to the appropriate person.
- Be aware of, and actively promote, equality, diversity, and inclusion, ensuring that all students have equal access to opportunities to learn and develop.
- Contribute to the overall ethos, values, and aims of the school.
- Recognise, appreciate, and support the role of other professionals.
- Attend and participate in relevant meetings, as reasonably directed.
- Participate in training, professional development, and performance management activities, as reasonably directed.

Other Professional Requirements

- Undertake such other duties and responsibilities as may reasonably be directed by the assistant headteacher (pastoral).
- This job description is not intended to be an exhaustive definition of the post and it may be subject to modification or amendment at any time following consultation with the post holder. The duties and responsibilities of the post may be varied, within the scope of the

role, to meet the changing needs of the school at the reasonable discretion of the headteacher.

Person specification



Essential criteria

- Experience of working with children and young people.
- Commitment to safeguarding and promoting the welfare of children and young people.
- Commitment to the school's values.
- The ability to inspire students and foster a love of learning.
- The determination to make a positive difference to the lives of students.
- The ability to build positive relationships with students, staff, parents, and carers.
- A commitment to maintaining and developing high standards of achievement for learners of all abilities across all Key Stages.
- The ability to set and maintain high standards and act as a positive role model for students.
- A commitment to promoting and supporting extra-curricular activities and educational visits.
- Excellent organisational and administrative skills.
- Excellent oral and written communication skills.
- Excellent ICT skills.
- Flexibility and adaptability.
- The ability to remain calm and effective in challenging situations.
- The ability to use initiative and work independently when required.
- The ability to work effectively as part of a team.

Desirable criteria

- Level 2 qualifications in English and mathematics (Grade C/4 or above, or equivalent).
- A relevant Level 3 qualification.
- A relevant degree-level qualification.
- Higher Level Teaching Assistant (HLTA) qualification.
- Experience of working within an educational environment.
- A sound understanding of secondary education.
- An understanding of relevant policies, codes of practice, and associated legislation.

How to apply



Please submit the enclosed application form and a supporting statement of no more than two sides of A4 outlining why you are interested in the opportunity and how your application addresses the requirements for the role.

Applications should be returned electronically to [**jobs@hhhs.net**](mailto:jobs@hhhs.net)

Alternatively, send a hard copy to:

Mr P McKendrick
Headteacher
Hawley Hall High School
Carr Lane
Wigan
WN3 5NY

Closing Date: Sunday 1st November 2026 at 12:00pm

Interview Date: TBC



The Trust will make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

All appointments are subject to satisfactory references, proof of qualifications and eligibility to work in the UK.

The Trust is committed to safeguarding and promoting the welfare of all children and young people and expects all staff to share this commitment. An enhanced DBS check will be required.

 01942 939 031

 enquiries@rlt.education

 www.rlt.education

The Rowan Learning Trust

Company Number: 8010464 VAT Registration Number: 134 6833 09
18 Beecham Court, Goose Green, Wigan, WN3 6PR



HAWKLEY HALL HIGH SCHOOL

JOB APPLICATION FORM FOR TEACHING STAFF IN SCHOOLS

The School and Governing Body are committed to equal opportunities in employment and welcome applications from all sections of the community.

CARR LANE, WIGAN, WN3 5NY

TELEPHONE: 01942 204640

FACSIMILE: 01942 403570

EMAIL: jobs@hhhs.net

1. POST APPLIED FOR

Post Applied For:		
Establishment:	Hawkey Hall High School	
As advertised in:		On date:

2. PERSONAL DETAILS

SURNAME:		FORENAME:	
TITLE: (Optional)		Date of Birth: (Optional)	
Address:			
POSTCODE:		Email:	
Telephone No:		Mobile No:	

3. CURRENT POST

CURRENT EMPLOYER AND JOB TITLE:	
DATE OF APPOINTMENT:	SALARY:
NOTICE PERIOD:	
MAIN DUTIES AND RESPONSIBILITIES	
Reason for this application	

4. PREVIOUS WORK EXPERIENCE

Name of Employer	Dates of employment		Post(s) held	Reasons for leaving
	From	To		

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5. OTHER RELEVANT WORK EXPERIENCE

Post	Dates		Employer	Grade/Salary	Reason for Leaving
	From	To			

6. GENERAL EDUCATION

School	From	To	Qualifications – Grades, awarding bodies and dates

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7. FURTHER AND HIGHER EDUCATION

Name of College/ University	From	To	Qualifications – Grades, awarding bodies & dates
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8. ANY OTHER RELEVANT QUALIFICATIONS

Please give details of any other relevant qualifications you have for this post.

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9. ADDITIONAL INFORMATION

Are you related to, or a close friend of, any member of the Trust or of the Governing Body of the school? <i>(If yes, please state relationship)</i>	Yes / No
Have you left any previous job for the reason of redundancy or are you in receipt of an occupational pension? <i>(If yes, please give details)</i>	Yes / No
Have you ever been dismissed from any previous employment on the grounds of misconduct or incapability? <i>(If yes, please give details)</i>	Yes / No
Do you hold a current and valid driving licence? <i>(if yes, please state the category)</i>	Yes / No
The Rowan Learning Trust is committed to providing equal opportunities and supporting all applicants. If you require any reasonable adjustments to allow you to participate in the application process, please let us know. Do you require any reasonable adjustments?	Yes / No

10. CRIMINAL CONVICTIONS OR CAUTIONS

You should note that the disclosure of any offence will not necessarily prevent the Rowan Learning Trust from employing you, but we reserve the right to consider its significance in relation to working with children. Work at the school is exempt under the Rehabilitation of Offender Act 1974. Any offer of appointment will be dependent upon the successful completion of the Disclosure and Barring Service (DBS) check at the Enhanced level. Where serious concerns as to an individual's suitability to work with children are expressed, the facts will be reported to the relevant authorities.	
In line with Keeping Children Safe in Education (KCSIE) guidance, are you currently subject to any criminal investigation, police enquiry, arrest, charge, caution, conviction, or other matter that may be relevant to your suitability to work with children and young people?	Yes / No

If yes, please forward details (date, offence and sentence) with a covering letter, in a sealed envelope marked "Addressee Only – CEO".	
Do you have any cautions or convictions that are not protected under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, as amended?"	Yes / No
In line with Keeping Children Safe in Education, The Rowan Learning Trust will undertake online searches on shortlisted candidates as part of its due diligence checks. Searches will only consider publicly available information and will be conducted solely to assess suitability to work with children. Any concerns identified will be discussed with the candidate during the recruitment process	

11. REFERENCES

Please state the names and addresses and telephone numbers of two persons from whom references may be obtained. **One must be your current or most recent employer.** In the absence of previous employment experience, a reference from your last place of full-time education will be a suitable alternative.

REFEREE 1				REFEREE 2			
TELEPHONE NO:				TELEPHONE NO:			
EMAIL:				EMAIL:			
Reference Type: (Please circle)	Employe r	Educatio n	Charact er	Reference Type: (Please circle)	Employe r	Educatio n	Character
Please note that we will contact these referees if you are short-listed for this post and seek reference before interview.							

12. FURTHER INFORMATION FOR CANDIDATES

- You will receive no further communication unless selected for interview. If you have therefore not been contacted within three weeks of the closing date for

applications, you should conclude that, unfortunately, you have been unsuccessful on this occasion.

- Under the Data Protection Act, the Trust and the Governing Body will use the information given for the purpose of recruitment and selection. Strict confidentiality will be observed and if you become an employee, the information will be used for personnel, pay and pensions administrative purposes only.
- To comply with the Asylum and Immigration Act 1996 (as amended by S.147 of the Nationality, Immigration and Asylum Act 2002), all prospective employees will be required to supply evidence of eligibility to work in the UK. If you are appointed to the post, you will be provided with further information detailing what documents will be required.

THANK YOU FOR YOUR INTEREST SHOWN IN THIS APPOINTMENT

13. DECLARATION

To the best of my knowledge and belief all the particulars I have given are true. I understand that any false statements may disqualify me from employment or render me liable for dismissal. I also understand that no offer of employment made to me will be binding unless confirmed in writing.

I also understand that this post is subject to a satisfactory enhanced Disclosure and Barring Service (DBS) check and to satisfactory medical clearance and the provision of documentary evidence (e.g. NI Number) that shows I am entitled to work in the U.K.

Signature:.....

Date:.....