New Mills School

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Headteacher:
Mrs H Watts

Student Engagement Mentor
Grade 8 PP 12-15 - £30,700 - £32,737
Actual Salary - £26,288 - £28,033
37 hours per week, term time only
To start ASAP

Help students be here, learn well and belong – join our 360 Inclusion Team as a Student Engagement Mentor

New Mills School is a thriving and ambitious 11–16 community school in the High Peak, close to the stunning Peak District National Park, yet within easy reach of Stockport, Cheshire and Manchester.

This is an exciting time to join our school. Following a **strong set of GCSE results this summer**, with particularly positive outcomes across our core subjects and a range of curriculum areas, we have begun the new academic year with confidence, ambition and a clear focus on continuing to improve. Our most recent Ofsted inspection judged New Mills School to be **Good in all areas**, recognising our ambitious curriculum, calm and positive school environment and inclusive approach.

New Mills School is a warm and welcoming place with high expectations, a strong sense of community and a genuine commitment to ensuring that every student can succeed and belong. Our values - **Think Big, Do the Right Thing and Team Spirit** - underpin everything we do, alongside our simple message to students: **Be here, learn well, belong.**

We are looking to appoint a highly motivated, resilient and skilled Student Engagement Mentor to join our 360 Inclusion Team. This is a new and important role for an experienced professional who can make a real difference to some of the students who find successful engagement with school most challenging. You will work directly with young people at risk of repeated suspension, disengagement from education and, in some cases, permanent exclusion, helping them overcome barriers and build a more successful pathway through school and beyond.

Our 360 provision is built around earlier intervention, strong relationships, high expectations and successful reintegration. You will lead the day-to-day operation of a designated 360 learning space, creating a calm, structured and predictable environment in which students can regulate, reflect, re-engage with learning and take increasing responsibility for their choices. This is not a passive or purely nurturing role: you will need the confidence and professional authority to challenge behaviour, hold clear boundaries and follow through consistently, while understanding what may sit behind a young person's behaviour.

Working closely with Curriculum Leads, Inclusion colleagues, families and external agencies, you will coordinate personalised support, monitor attendance, behaviour, engagement and wellbeing, and lead carefully planned reintegration into mainstream lessons where appropriate.

We are particularly interested in candidates who understand trauma-informed and relationship-based approaches, and who recognise that understanding the reasons behind behaviour does not mean lowering expectations. This is a highly student-facing role working with some of the most challenging and vulnerable

students in our school. The right person will be firm but fair: someone who builds genuine respect and positive relationships with students; who can de-escalate difficult situations without avoiding difficult conversations; and who remains steady, professional and resilient when faced with refusal, frustration, dysregulation or challenging behaviour.

The successful candidate will have significant experience of working with young people with SEMH, behavioural, attendance or engagement needs. You will combine warmth and emotional intelligence with clear professional boundaries, persistence and high expectations. You will be confident in de-escalating challenging situations, supporting emotional regulation, delivering targeted mentoring and intervention, and using restorative conversations to help students understand the impact of their choices and develop more effective responses.

Above all, we are looking for a strong professional who believes that the students who find school hardest can still succeed. You will understand that inclusion is neither zero tolerance nor an absence of boundaries. It means combining high expectations with the right support, refusing to give up on young people and helping them develop the behaviours, resilience and confidence they need to participate successfully in education. Our ambition is to reduce suspension, prevent permanent exclusion and help students remain engaged in education, training or employment beyond school. 360 is not a separate or easier experience of school; it provides the right support, challenge and intervention at the right time so students can re-engage, achieve and belong.

How to Apply

Application packs can be obtained from and returned to Pete Eckersley, Office Manager:
New Mills School, Church Lane, New Mills, High Peak, SK22 4NR
Email: jobs@newmillsschool.co.uk or via our website - Vacancies - New Mills School - Discover The Difference

Informal visits to the school are welcomed—please contact Pete Eckersley at 01663 423125 or via email (jobs@newmillsschool.co.uk) to arrange a visit or for further details.

Safeguarding & Equal Opportunities

New Mills School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. When you apply for a job in our school, you are asked to provide a provide a full employment history and the names of two referees. One of these referees must be your most recent employer and, if the employer is a school, must be the Headteacher. All shortlisted candidates are required to complete a self-declaration form for criminal convictions, and an online search will be completed in line with the DfE's keeping children safe in education advice. We will follow up on any issues raised at interview.

The successful applicant's appointment will be subject to satisfactory pre-employment checks, including references and a Disclosure and Barring Service (DBS) check.

New Mills School is dedicated to building a diverse workforce and welcomes applications from all qualified individuals, regardless of sex, race, religion, belief, sexual orientation, gender identity, pregnancy, maternity, age, disability, marriage, or civil partnership

Closing date is Monday 16 November 2026 no later than 8am
Interviews Applications will be reviewed upon receipt, and suitable candidates may be invited to interview before the closing date.