

INCLUSION MENTOR

DEPARTMENT: INCLUSION

REPORTS TO: INCLUSION TEAM LEADER

LOCATION: 14 PRIDE POINT DRIVE, PRIDE PARK, DERBY, DE24 8BX

JOB SUMMARY AND MAIN PURPOSE

The Inclusion Mentor will support children and young people who may be at risk of disengagement, anti-social behaviour and/or involvement in crime through school and community-based interventions. Using mentoring, sport and positive activities, the role will build trusted relationships, increase resilience and support young people to achieve positive educational, personal and social outcomes.

Working across schools and community settings, the postholder will deliver tailored one-to-one and group interventions that help young people overcome barriers, improve wellbeing, develop life skills and make positive choices. They will work closely with schools, families and partner agencies to provide coordinated support and create pathways for sustained engagement and progression.

The postholder will also be part of a wider team to deliver the Students Mentoring and Personal Development Programme and support the Education Department in the delivery of The King's Trust Programme, helping young people develop confidence, employability skills, aspirations and positive futures.

In addition, you would be expected to support the delivery of wider Inclusion programmes, including Premier League Kicks, disability provisions, HAF and other multi-sport activities, ensuring participants receive high-quality, engaging and inclusive experiences.

KEY RESPONSIBILITIES

- Deliver the Premier League Kicks and Premier League Inspires mentoring and intervention programmes that support positive behaviour, wellbeing and personal development.
- Provide one to one mentoring for young people referred to the programme through the Youth Alliance.
- Work with schools and external partners to identify young people requiring support and contribute to intervention plans.
- Deliver engaging one-to-one and group sessions focused on resilience, life skills, healthy relationships and personal development.
- Support the delivery of the Students Mentoring and Personal Development Programme and The King's Trust Programme contributing to positive participant outcomes.
- Act as a positive role model, encouraging confidence, aspiration and personal responsibility.
- Adapt delivery to meet individual needs, including those with SEND.
- Attend relevant meetings and events, sharing good practice and supporting participant recruitment.
- Maintain accurate records and contribute to programme monitoring, evaluation and KPI reporting.

GENERAL RESPONSIBILITIES

- Ensuring continuous compliance with the requirements of relevant Health & Safety and Data Protection legislation. It is the duty of every staff member to take reasonable care of their own and other people's health, safety, and welfare, and to report to DCCT any situation which poses a serious or imminent threat to the well-being of themselves or of any other person.
- It is essential that there is a consistent and effective approach to the process of identification and management of risks across the Trust. The escalation of risk within an organisation is a key mechanism for ensuring that risk is managed at the appropriate level by the appropriate individuals. All staff have a duty to ensure compliance with the Trust's Risk Management policies and procedures.
- Demonstrating the impact of DCCT programmes is a key performance indicator for the Trust. Capturing, recording, and analysing data is essential in supporting this. All staff are required to ensure they play their role where applicable.
- The assurance of quality is fundamental for all work undertaken by DCCT and should be implemented by all staff in their work. To that effect DCCT shall: Regularly monitor and measure the quality of its work methods, outputs and outcomes with a view to ensuring high quality standards, best value and continuous improvement.
- To uphold the Trust's Equal Opportunities policies & practices, positively promoting equality of opportunity.

PERSON SPECIFICATION

ESSENTIAL SKILLS & EXPERIENCE

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|---|---|
| • Level 2 in youth work, mentoring, counselling or equivalent | • Excellent communication and relationship-building skills |
| • Experience working with vulnerable young people in an education, youth work or community setting | • Understanding of behaviour support, mentoring and youth engagement approaches |
| • Experience of mentoring young people and supporting those with additional needs or barriers to engagement | • Knowledge of issues affecting young people, including wellbeing and education |
| • Experience of delivering group interventions and personal development activities | • Ability to motivate and inspire young people to achieve positive outcomes |
| • Experience of monitoring and evaluating programme outcomes | • Strong facilitation and organisational skills |
| | • Ability to work independently and as part of a team |
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DESIRABLE SKILLS & EXPERIENCE

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|---|---|
| • Degree in a relevant subject and/or education | • Employability, youth development or careers qualification |
| • NGB Level 2 Coaching Qualification. | • Experience of delivering employability or accredited learning programmes. |

This post will be subject to an enhanced DBS check and the requirement for the postholder to hold business use insurance on their personal vehicle.

VALUES

Our values underpin everything we deliver as a charity. The postholder is responsible for role modelling these values and is accountable for their own attitude and behaviour.

We are:

- **Caring** in our approach
- **Collaborative** in our partnerships
- Creating **meaningful** experiences
- Effectively fulfilling **potential**
- Taking **pride** of our work
- **Valued** by our community

EQUALITY, DIVERSITY & INCLUSION

Derby County Community Trust believe our workforce should be as diverse as the communities we serve. We are committed to encouraging equality, diversity & inclusion throughout our workforce, and eliminating unlawful discrimination.

SAFEGUARDING

Derby County Community Trust have a responsibility to promote the welfare of all children, young people, and adults at risk to keep them safe and is committed to working in a way that protects them. The Trust expects all staff and volunteers to share this commitment.

As part of the Trust's commitment to providing a safe environment for children and young people, applicants should be aware that they will be required to apply for an Enhanced Disclosure and Barring Service (DBS) Criminal Record Check (CRC) as part of the recruitment process.

Derby County Community Trust's Job Applicant Privacy Policy can be found [here](#).



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