



CANDIDATE PACK

Reset and Reintegration Mentor



Start date:
September 2026

Location:
Lensbury Way
Abbey Wood
London
SE2 9TA



About Us

Horizons Academy Bexley, every decision that we make is made with the best interests of the child in mind and focused on ensuring that all of our children and young people have the best possible experience whilst attending the school.

We do this by creating a positive learning environment, where each pupil feels safe and happy to contribute to the wider school community. We ensure that all pupils that attend Horizons Academy receive support to achieve their goals, whether that be towards positive outcomes at the end of Key stage 4 and successful transition into Year 12 or an opportunity to be re-integrated back into a mainstream or specialist setting.





About the Trust

Our school is part of London South East Academies Trust - a multi academy trust sponsored by London South East Colleges. In 2024 the Trust was formally recognised and awarded as the TES Small Trust of the Year.

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools

Read more on the trust website:
LSEAT.co.uk



Values and vision

We CARE

As a staff team, we live our values everyday. We show that we CARE because we will: Commit to supporting you no matter what, Adapt to meet your needs, Respect every person's background, culture and perspective and Encourage you to be a confident learner.

You CARE

We believe in working together to make our school a positive and safe place. We will help you to be: Cooperative with us and others to build a happy, supportive school community, Accountable for your actions, decisions and efforts, Resilient so you can face the challenges that will keep you moving forward and Empowered to learn, to lead, to speak up and to succeed.

HORIZONS
ACADEMY
BEXLEY



Job Description

Job title: Reset and Reintegration Mentor

Salary: H25 on the LSEAT Harmonised Payscale

Contractual Hours: 37 hours per week

Contractual Weeks: 39 weeks per year

MAIN PURPOSE OF THE JOB:

- To support the Reset and Reintegration Lead in promoting positive behaviour, engagement and successful pupil reintegration across the school. The postholder will provide targeted mentoring and intervention for pupils experiencing barriers to learning, behaviour and engagement, helping them to successfully transition from the Reset Hub back into mainstream lessons. Through a trauma-informed, relational approach, they will work closely with pupils, staff and families to identify barriers, develop personalised support strategies and build the skills needed for sustained success in the classroom.
- The postholder will deliver targeted interventions that promote self-regulation, emotional wellbeing, positive relationships and readiness to learn, while supporting the effective day-to-day operation of the Reset Hub. Working collaboratively with teaching staff, safeguarding colleagues and external agencies, they will lead on strategies that enable pupils to re-engage with learning, improve behaviour and attendance, and achieve positive educational outcomes.



We offer a bespoke CPD programme throughout the year and have a strong track record of developing and upskilling staff at all levels.

This role would particularly suit candidates with experience in Alternative Provision or SEMH settings who are confident supporting young people who may have experienced barriers to learning or difficulties in mainstream education.

This is an excellent opportunity for professionals who enjoy working collaboratively within a supportive and ambitious team and who are committed to helping young people develop resilience, confidence, and positive engagement with education.

We are particularly keen to hear from candidates who have experience in building strong relationships with pupils, supporting behaviour and engagement, and contributing to personalised approaches that help students succeed within an Alternative Provision environment.

Job Description

Duties and Responsibilities

- Support the effective day-to-day management of the Reset Hub, ensuring the environment is safe, well-organised and conducive to reflection, learning and positive behaviour change.
- Ensure consistent implementation of agreed systems, routines, expectations and behaviour strategies within the Reset Hub, promoting high standards of practice and successful pupil reintegration.
- Take responsibility for key operational duties during social times, including break and lunchtime supervision, ensuring high visibility, positive pupil engagement and the consistent implementation of behaviour expectations across the school.
- Support the Reset and Reintegration Lead in ensuring the Welfare Office operates effectively, maintaining clear and consistent communication, accurate record-keeping, and a safe, organised and welcoming environment for pupils, families and staff.
- Work with the Reset and Reintegration Lead and Phase Leaders to plan, coordinate and deliver targeted intervention programmes that address identified barriers to learning, behaviour, attendance and engagement.
- Maintain a calm, safe and purposeful learning environment through a visible presence around the school and the effective use of de-escalation strategies.
- Deliver individual and group interventions that develop pupils' self-regulation, emotional literacy, resilience and problem-solving skills.
- Promote restorative approaches to repairing relationships, resolving conflict and supporting positive behaviour change.
- Monitor the school environment and address issues affecting the learning climate, ensuring concerns are resolved promptly and appropriately.
- Review and maintain pupil risk assessments and positive handling plans, ensuring they are accurate, effective and consistently implemented.
- Work with the Reset and Reintegration Lead to monitor behaviour records, incident reports and behaviour data, identifying trends, evaluating impact and informing targeted interventions.





Working with and Supporting Staff

- Promote and model a positive behaviour culture across the school, ensuring all practice reflects trauma-informed, relational and restorative approaches.
- Support the consistent implementation of the Behaviour Policy, ensuring high expectations and equitable practice across the school.
- Model best practice in behaviour management and support staff to apply behaviour strategies confidently and consistently.
- Support the debrief process (and lead in the absence of the Reset and Reintegration Lead) following significant incidents, ensuring staff receive timely support and agreed actions are implemented.
- Support the delivery of behaviour, Team Teach and relational practice training, contributing to staff development and improved practice.
- Contribute to daily behaviour briefings and debriefs, ensuring key information, actions and emerging concerns are communicated effectively.
- Work collaboratively with safeguarding, pastoral and teaching staff to ensure vulnerable pupils receive appropriate support and intervention.
- Attend and contribute to meetings, reviews, training and professional development activities relevant to the role.
- Always maintain professional standards, upholding the values, policies and ethos of Horizons Academy.

Working with Parents and Carers

- Work collaboratively with parents/carers to support positive behaviour, improve engagement and secure successful outcomes for pupils.
- Support meetings with parents/carers to address behaviour, wellbeing, attendance or reintegration concerns and agree appropriate support strategies.

Working with Parents and Carers

- Liaise with external agencies and professionals to support the assessment, planning and delivery of interventions for pupils with behavioural, emotional or social needs.
- Contribute to multi-agency meetings and planning processes, ensuring coordinated support and positive outcomes for pupils where appropriate





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General Requirements

Safeguarding: Demonstrate a clear commitment to safeguarding and promoting the welfare of children and young people, adhering to all policies and statutory guidance, and reporting concerns promptly in line with our procedures.

Equity, Diversity and Inclusion: Promote an inclusive culture that values diversity, ensures equality of opportunity, and challenges discrimination in all its forms.

Health and Safety: Take reasonable care for your own health and safety and that of others, complying with all relevant policies, procedures and risk assessments.

STARS Values: Consistently model and promote the our STARS values, contributing positively to our culture and reputation.

Sustainability: Support our commitment to environmental sustainability through responsible use of resources and sustainable working practices.

This job description may be amended at any time following discussion between the Head Teacher, Senior Leader and member of staff, and will be reviewed annually.

The scope of this profile reflects the needs of the academy at the present time; it is not intended to be a fully inclusive or exhaustive list. The post holder may therefore be expected to work flexibly and perform such other duties other than those given in the job description.

The particular duties and responsibilities attached to the post may vary from time to time without changing the general character of the duties or the level of responsibility entailed. The profile will be subject to continuous review as the needs and requirements of the academy change over time

What We Offer

- Friendly, enthusiastic, delightful pupils and students who teach us something new every day
- A committed and caring staff team who support and develop each other
- A proactive and supportive SLT who are actively mindful of workload
- A collaborative approach to planning and problem-solving
- A comprehensive induction and an ongoing extensive CPD programme
- Opportunities to develop your skills and talents
- Small class sizes with high staff/pupil ratio
- Advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential
- Occupational Health and Employee Assistance Programmes
- Excellent Pension Schemes - Including employer contributions to the Teachers' Pension Scheme, Local Government Pension Scheme, or Nest.
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Free out of hours access to Horizon Academy's onsite gym
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free Onsite Parking - available at our schools.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.

Qualifications	Essential	Desirable
GCSE or equivalent level, including at least a grade C/grade 4 in English and maths or Any relevant support staff/mentoring qualification	X	
Experience of working with children or young people, preferably those with SEMH needs or additional learning needs.	X	
Experience of supporting behaviour, wellbeing and engagement within an educational, youth work, social care or similar settings.		X
Experience of working collaboratively as part of a multidisciplinary team.		X
Strong IT and administrative skills, including the ability to maintain accurate pupil records, analyse and monitor data, and use school management systems such as Arbor, CPOMS and Microsoft Excel effectively.		X
Experience, Knowledge and Skills	Essential	Desirable
Understanding of trauma-informed, attachment-aware and relational approaches to supporting young people. This aligns with the whole-school approach promoted at Horizons Academy.	X	
Training or experience in restorative justice/restorative practice approaches.	X	
Knowledge and application of trauma-informed practice and attachment-aware approaches.		X
Experience of delivering sensory circuits or supporting sensory regulation programmes.		X
Understanding of self-regulation strategies and co-regulation approaches for pupils experiencing emotional distress.		X



How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form, please view our vacancies page [here](#).

