

# Learning Mentor and Learning Facilitator

Term Time Only and 2 Year Fixed Term Contract



## The BRIT School

We are seeking a dedicated, compassionate, and proactive **Learning Mentor and Learning Facilitator (LF)** to join our Additional Educational Needs (AEN) team. Working closely with students aged 14–19 in a vibrant arts-based secondary and post-16 setting, you'll help young people overcome barriers to learning and reach their full potential – both academically and personally.

This is a fantastic opportunity to support and mentor students, particularly those with social, emotional or behavioural needs, in both classroom and one-to-one settings. If you're passionate about inclusive education, youth development, and the performing arts, we'd love to hear from you.



## Why Join Us?

The BRIT School is a unique institution offering specialist education in the arts and related technologies, alongside the full range of National Curriculum subjects. Recently judged 'Outstanding' in all five categories by Ofsted The BRIT School is sponsored by the British Record Industry and has a unique relationship with the performing and creative arts industries. We offer a supportive and inspiring environment where you can make a significant impact. You will be part of a dedicated leadership team that values collaboration, development, and student well-being.

The school runs a five-term academic year with some school holidays falling at different times to the usual Local Authority school breaks. Please see our website for further details of our term dates.

# Applicant Information Pack

## Closing date

9am 13th July 2026

## Interview date

W/c 20th 2026

## Contents

- A Message from the Principal
- Job Description
- Key Responsibility
- Person Specification
- Terms & Conditions
- Staff Benefits
- About Us
- Find Us
- How to Apply

## A Message from the Principal



Creativity is crucial to the future of our economy and society. For over 30 years, The BRIT School has successfully nurtured creative skills in students from every type of background alongside a robust and full academic curriculum. And it does so for free.

Young people who choose to come here are given the tools to carve out their career, the space to think and the environment to be themselves. This is a playground with professional boundaries, where the raw talent of 14–19 year-olds meets the nurturing expertise of world-class teachers.

The BRIT School revolutionises the lives of its students; 98% of all students who have graduated find work in a huge range of creative industries, or enroll for higher education or training. We are proud to be a Croydon school and equally proud to have national and international friends who support the school with professional and unique opportunities. As the Good School Guide articulates, *"You'll find BRIT graduates' words, music, performance, directorial and backstage talents just about everywhere you look, from fashion shows to musicals, national theatre to community arts, in the UK and internationally."* This is a hardworking, fun, passionate school packed with dedicated individuals who love the creative and performing arts and recognise the importance of a thorough and robust education in all subjects. We believe in developing well rounded, articulate, kind and dynamic young people.

A handwritten signature in black ink that reads "Stuart Worden". The signature is written in a cursive, flowing style.

**Stuart Worden**  
**Principal**

## Job Description

Job Title	Learning Mentor
Department	Additional Educational Needs
Grade	Band 4 Point 13 - £29,247.68 (£33,010 FTE)
Hours of Work	35
Contract Type	Support staff
Responsible to	SENCo
Responsible for	Supporting students in overcoming barriers to learning and achieving their full potential, both academically and personally.
Job Overview	Support students who are facing challenges in their learning, whether due to social, emotional, or behavioral issues.

### Key Responsibilities - Learning Facilitator

- To work with students on the AEN client list to ensure they understand their activities, tasks or briefs.
- Work closely with subject teachers to support students in completing work in the classroom environment and using appropriate strategies to keep students on task and engaged in the work set, ultimately encouraging their independence.
- To monitor students' work in class and provide feedback to teachers and the SENCo on their achievement and progress, whether positive or negative.
- To maintain records, write notes or reports on progress for the SENCo, and to contribute to Passports for Learning and EHCP Annual Reviews.
- To assist students in the development of their Literacy, Numeracy and IT skills.
- To create or differentiate additional support materials, when appropriate, to the student's level of need.
- To plan, support and teach individual students or small groups in the AEN department.
- To communicate with staff, parents and caregivers, and outside agencies providing feedback, under the guidance of the SENCo.
- To be aware of and conform to School policies and procedures, for example safeguarding, welfare, health and safety, data protection, pastoral care, and to inform appropriate staff of any concerns.
- To use relevant knowledge/skills to support students in a range of Arts Subjects with students aged 14 – 19 in a vocational context.
- Under guidance, to deliver a learning programme for Option Support students.

- To present appropriate student attainment data to the AEN team during AEN meetings.
- To participate in AEN inset training with departments.
- To work occasional evenings during open days and whole School events.
- To undergo any training required in order to perform duties efficiently.
- To exercise a commitment to the School's mission statement and stated ethos including the equal opportunities policy, health and safety policy and all other current School policies.
- To undertake any other duties or one-off talks at the reasonable request of the Principal/SLT/Line Manager.
- To co-tutor a Key Stage 4 group as part of the pastoral team.

### **Key Responsibilities - Learning Mentor**

- Serve as a trusted advisor and role model for students across KS4 & P16.
- Provide regular one-on-one mentoring sessions with allocated students to discuss artistic goals, academic progress, and personal development.
- Collaborate with Strands to support student learning plans and performance preparation.
- Offer constructive feedback on rehearsals, performances, and creative work.
- Assist in goal setting, time management, and emotional resilience related to the demands of the arts industry and academic
- Help students navigate challenges, build confidence, and explore pathways in higher education or professional careers.
- Lead or participate in workshops, group discussions, and peer mentoring programs.
- Promote a safe, respectful, and inclusive environment that supports diverse artistic expression.
- Keep accurate records of mentoring sessions and student progress, reporting concerns as needed.
- Stay informed about current trends and opportunities in the performing arts sector

## Person Specification

Applicants should demonstrate in their supporting statement how their qualifications, experience, skills and training for each of the criteria below.

Criteria	Description	Essential / Desirable
Education and Training	Willingness and capacity to undertake IT and other training to support the needs of students	Essential
	English and Maths at GCSE grade 4	Essential
	Willingness to undergo specialised training	Essential
	Trained in Mental Health First Aid (or similar qualification).	Desirable
Experience	Knowledge of SEND	Essential
	Proven ability in a learning support, mentor or similar role	Essential
	Proven ability in youth work or a similar role	Essential
	Proven ability or interest in Arts Education	Desirable
	Experience of delivering specific intervention programmes	Desirable
	Understanding of how to monitor and track the progress of pupils	Desirable

Knowledge & Skills and Qualities	Good ICT key skills	Essential
	Ability to analyse, interpret and collate information about students in order to write effective reports	Essential
	Good literacy, numeracy and organisational skills	Essential
	Ability to liaise and communicate effectively with students, parents/carers, colleagues and some outside agencies	Essential
	Resilience – the ability to remain calm and work well under pressure	Essential
Personal Qualities	Excellent communication skills (including written, oral and presentation skills)	Essential
	A commitment to safeguarding and promoting the welfare of children and young people	Essential
	Flexible and open to continuous change	Essential
	Committed to equality	Essential
	Ability to work effectively within a team	Essential

## Terms and Conditions

Availability	1st September 2026
Contract Type	2 Year Fixed Term Contract
Hours of Work	35 hours a week
Salary	Band 4 Point 13 - £29,247.68 (£33,010 FTE)  Payday is the 26th of each month or the last working day before this should the 26th fall on a weekend or bank holiday.
Work permit	All applicants must be permitted to work in the UK and hold a relevant work permit where necessary. This is not a role in which The BRIT School sponsors a visa application.
DBS Check	The appointment will be subject to satisfactory DBS clearance at the Enhanced level (child workforce).
Probation	The post is subject to a successful six months' probationary period.
Notice Period	This appointment may be terminated by the staff member giving the Principal notice or the Principal giving the staff member notice of 3 months.
Pension	Membership of the Local Authority Pension Scheme is an important employee benefit providing future income for your retirement.

## Staff Benefits

Annual Season Ticket/ Travelcard Loan	The school offers an annual loan for those staff who wish to make use of the reduced annual prices.
Events	All staff receive complimentary tickets on a first come first serve basis for any BRIT School show of their choice.
Eye Tests & Glasses	For staff who use computer screens regularly in their role, the school will pay for their eye test and also up to £100 for new glasses if required for the purposes of seeing the computer screen.
Cycle Scheme	The School is a member of cyclescheme <a href="http://www.cyclescheme.co.uk">www.cyclescheme.co.uk</a>
Pension	Support Staff are automatically enrolled in the Croydon Council Pension Scheme.
Employee Assistance Program (EAP)	The BRIT School offers an employee assistant program (EAP) which includes a free counselling service and financial advice.
Local Discounts	Staff are entitled to a discount at the Croydon Better Leisure Centres. These are located in South Norwood, Thornton Heath, Purley, New Addington and Waddon.
School Facilities	<b>Library</b> – The School has a very well stocked library with not only books, but magazine, journals, music and DVD's which staff are very welcome to utilise.

## About Us

The BRIT School is the UK's first and leading free performing and creative arts school for 1,450 young people aged 14 to 19. The School – an exempt charity based in Croydon – provides a unique education for over 1,450 pupils aged between 14 and 19 in the fields of music, film, digital design, community arts, visual arts and design, production and performing arts as well as a full academic programme of GCSEs and A Levels.

It invests in the future of the UK's cultural wealth by nurturing young artistic talent from all backgrounds and teaching the skills needed by the rapidly growing creative industries.

BRIT stands for the British Record Industry Trust and funding from the BRIT Awards and BRIT Trust is invested in the professional facilities and equipment at the School.

The School opened in 1991 and over 14,000 students have been educated at The BRIT School including Adele, Amy Winehouse, Jessie J, Katie Melua, Leona Lewis, Tom Holland, RAYE, Olivia Dean, Loyle Carner, The Feeling, Rizzle Kicks, Cush Jumbo, Blake Harrison, The Kooks and Lola Young. In total, students from the School have been responsible for selling over 280+ million albums, 70+ billion streams of BRIT alumni songs between 2018-23 and winning 43 high profile awards including BRIT Awards, Grammys, BAFTAS, Oscars and Laurence Olivier Awards.

Year on year nearly 100% of students are in education, training or employment after graduating.

In November 2024 OFSTED rated the school 'Outstanding' in all five categories of measurement: Teaching and Learning, Behaviour and Attitudes, Personal Development, Leadership and Management and the Sixth Form provision.

**Our Mission** - To prepare young people for careers in the creative and performing arts.

**Our Values** - Original, Responsible, Ambitious, Inclusive, Kind

## Vision

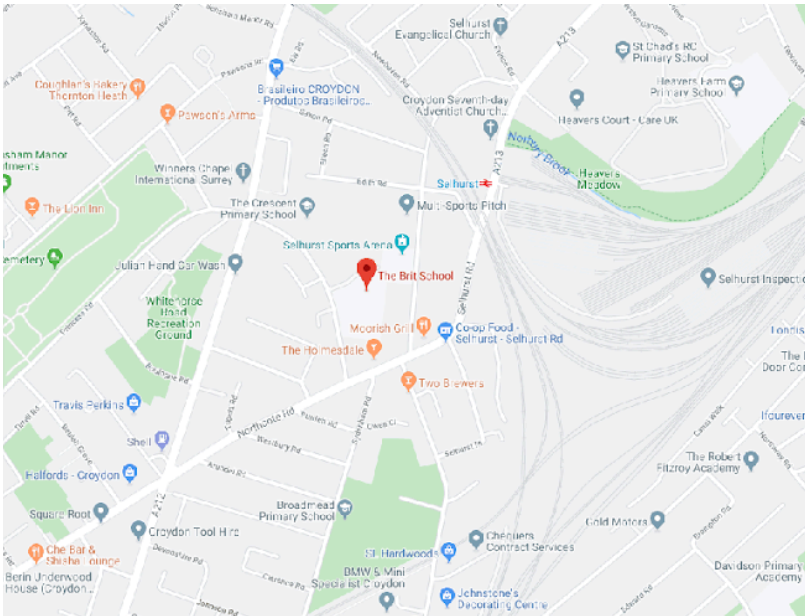
- To train and educate young people for future careers in Performance and Creative Arts industries.
- To provide a comprehensive and exceptional KS4, Post 16 general and vocational education that prepares students for life in the arts.
- To provide a unique educational approach that has creative teaching and learning in its bloodstream and has a pastoral approach that focuses on the individual reaching their full potential.

- To celebrate the diversity of the educational needs, background, race, religion and sexuality of all within its community.
- To be a role model for other schools and organisations in its community work.

## Location

The BRIT School is located in Selhurst, Croydon (Greater London).

60 The Crescent, Croydon CR0 2HN



## How to Apply

If you're ready to make a difference and support the success of The BRIT School, we'd love to hear from you! To apply, please complete our [Application Form](#) available on our website in the 'Work for Us' Section.

CV's without an application form cannot be accepted.

### Closing date

**9am 13th July 2026**

### Interview date

**W/c 20th 2026**

The interview will consist of 3 parts, a formal Interview, role related task and a tour of the school.

Prior to taking up the post an enhanced DBS clearance will be required.

The BRIT School is an Equal Opportunities Employer and an educational non-profit making registered charity. Roll: 1436 14 – 19 year old students Britain's leading state-funded school for the performing arts.

The BRIT School is committed to Equality, Diversity and Inclusion.

For more information visit our website [www.brit.croydon.sch.uk](http://www.brit.croydon.sch.uk)