



HIGHER LEVEL THERAPEUTIC LEARNING MENTOR (TERM TIME ONLY)

Pay: £23,000.00-£27,000.00 per year

Job description: Higher Level Learning Mentor

Place of Work: Orchard Therapeutic Farm – Alternative Provision

Hours of Work: 37.5 hours per week, Monday to Friday

Term Time Only (39 weeks) plus INSET Days

Salary: Full Time Equivalent: £24,000-£27,000 (depending on experience)

Actual Salary (39 weeks): £17,250 £19,200-

Reports to: Barn Manager

DBS Requirement: Enhanced DBS with Children's Barred List Check

WHO WE ARE

Orchard Therapeutic Farm is an award-winning Alternative Provision providing therapeutic education and vocational opportunities for young people aged 6-18 with Social, Emotional and Mental Health (SEMH) needs, Autism, ADHD, anxiety, trauma and other additional needs.

Our farm-based approach enables young people to reconnect with learning through meaningful experiences, practical activities, relationships and therapeutic support.

We believe education should prepare young people not only for qualifications, but for life.

PURPOSE OF THE ROLE

The Higher Level Learning Mentor is responsible for delivering engaging therapeutic learning experiences that help young people develop confidence, independence, employability and essential life skills.

Working across the farm, workshops and wider community, you will independently plan and deliver practical learning sessions, mentor young people, support emotional regulation and help remove barriers to learning.

You will work closely with tutors, therapists and the wider multidisciplinary team to ensure every young person is able to achieve positive educational, social and personal outcomes.

This role combines mentoring, education, vocational learning and therapeutic practice within an Alternative Provision setting.

Main Duties and Responsibilities

- Build positive, trusting relationships with young people.
- Become a consistent and reliable adult role model.
- Support emotional regulation using trauma-informed and therapeutic approaches.
- Promote resilience, confidence and independence.
- Encourage positive behaviour through restorative practice.
- Help young people overcome barriers to learning and engagement.

Deliver Learning Sessions

Plan and independently deliver engaging sessions including:

- Independent living skills
- Cooking and nutrition
- Budgeting and money management
- Travel training
- Personal safety
- Community awareness
- Health and wellbeing
- Employability skills
- Careers education
- Enterprise activities
- Communication and teamwork
- Problem solving
- Practical outdoor learning
- Environmental projects
- Animal care activities
- Horticulture
- Farm maintenance projects
- Community-based learning opportunities

Sessions should be adapted to individual EHCP outcomes, interests and learning needs.

Support Learning Across the Barns

- Support young people during vocational learning.
- Deliver practical learning within workshops and outdoor environments.
- Encourage participation in meaningful work-based activities.
- Support literacy, numeracy and communication naturally through practical experiences.
- Promote independence during daily farm routines.
- Encourage pride, responsibility and teamwork.

Community Learning

Support young people to access learning within the community including:

- Shopping
- Public transport
- Work experience
- Volunteering
- Local businesses
- Leisure activities
- Sporting opportunities
- Colleges
- Community projects

Complete appropriate risk assessments and ensure young people's safety at all times.

Student Progress

- Monitor engagement and progress.
- Record learning outcomes.
- Contribute towards EHCP targets.
- Support preparation for annual reviews.
- Celebrate and evidence achievements.
- Encourage attendance and participation.

Safeguarding

- Promote the safety and wellbeing of all young people.
- Identify and report safeguarding concerns.
- Maintain professional boundaries.
- Complete risk assessments.
- Follow all safeguarding procedures and policies.

Administration

Maintain accurate records including:

- Database
- Daily session records
- Progress trackers
- Intervention records
- Behaviour records
- Incident reports
- Risk assessments

Working as Part of the Team

- Work collaboratively with tutors, therapists and learning mentors.
- Attend supervision and training.
- Contribute ideas for new learning opportunities.
- Support educational visits.
- Promote Orchard's values at all times.
- Be flexible in supporting learning wherever it takes place.

What Success Looks Like

The successful Higher Level Learning Mentor will:

- Build outstanding relationships with young people.
- Deliver engaging life skills and vocational qualifications

- Increase confidence and independence.
- Improve engagement with education.
- Support positive behaviour through therapeutic relationships.
- Prepare young people for adulthood, employment and independent living.
- Contribute to excellent outcomes for learners.
- Promote Orchard Therapeutic Farm as an outstanding Alternative Provision.

Person Specification Essential Qualifications

- Level 3 qualification in Education, Youth Work, Childcare, Health & Social Care or equivalent.
- GCSE (Grade 4/C or above) in English and Mathematics.
- Full UK Driving Licence.

Experience

- Working with young people with SEND or SEMH.
- Delivering practical learning or life skills programmes.
- Supporting young people with Autism, ADHD or trauma.
- Working within Alternative Provision, SEND or youth settings.
- Supporting challenging behaviour using therapeutic approaches.
- Working within the community.

Knowledge

- Trauma-informed practice.
- Attachment-aware approaches.
- SEMH.
- Neurodiversity.
- EHCPs.
- Safeguarding.
- Behaviour support.
- Equality and inclusion.

Skills

- Excellent communication.
- Ability to motivate reluctant learners.
- Ability to independently deliver engaging sessions.
- Excellent organisation.
- Ability to adapt learning to individual needs.
- Calm under pressure.
- Positive role model.
- Strong teamwork.

Desirable

- Forest School.
- Outdoor Learning.
- Youth Work qualification.
- Functional Skills experience.
- Employability coaching.
- Duke of Edinburgh.
- Thrive.
- Team Teach or equivalent.
- Mental Health First Aid.

Personal Qualities

We are looking for someone who is:

- Passionate about changing young people's lives
- Compassionate
- Positive
- Resilient
- Professional
- Flexible
- Motivating
- Creative
- Practical
- Good sense of humour

- Calm

Safeguarding Statement

Orchard Therapeutic Farm is committed to safeguarding and promoting the welfare of children and young people.

All appointments are subject to safer recruitment procedures including an Enhanced DBS check with Children's Barred List, online searches in accordance with Keeping Children Safe in Education (KCSIE 2026), satisfactory references and verification of qualifications and right to work.

Safeguarding is everyone's responsibility.

Benefits:

- Company pension
- On-site parking

Experience:

- Support Environment with Children: 1 year (preferred)