



Mentor Application Pack

Current Vacancies

- Mentor 1: 15 hours per week, term time only, working 39 weeks of the year
 - Monday at Tynecastle High School (7.5 hours)
 - Wednesday at Broughton High School (7.5 hours)
- Mentor 2: 22.5 hours per week, term time only working 39 weeks of the year
 - Monday at Tynecastle High School (7.5 hours)
 - Wednesday at Wester Hailes High School (7.5 hours)
 - Thursday at Craigroyston High School (7.5 hours)

Light Up Learning is a remote organisation, Mentors work out of schools and can complete admin tasks remotely when required

The successful candidates will be subject to PVG and reference checks before commencing employment

The closing date for applications is **Thursday 5th November at 12 noon**, Interviews will be held in person on **Wednesday 11th November 2026**

Please send completed applications to recruitment@lightuplearning.org

If you would like to discuss the vacancies or have any questions, please contact Head of Operations and Mentoring Clare Jamieson on clare.jamieson@lightuplearning.org

About Light Up Learning

Light Up Learning (LUL) was founded in 2015 and works in partnership with high schools to address equality and access issues in education and disengagement in the traditional classroom setting. Mentors provide a unique form of one-to-one, interest-led mentoring for young people, in 13 schools in Edinburgh, the Lothians and the Borders, who have experienced disadvantage.

Mentors create a low stress, informal and supportive learning environment where young people can explore their interests and develop skills. LUL place's each young person in charge of their own learning and gives them the resources and opportunities they need to achieve their potential.

Mission, Vision and Values

Light Up Learning was founded on two pillars of understanding:

- Social circumstances determined by class shouldn't stand in the way of young people learning in positive and fulfilling ways.
- Every young person deserves to experience low-stress, fun and relevant learning environments in which they can explore their passions and develop critical skills.

Our Guiding Principles

Fairness in Education: We aim to address inequality by offering young people who have experienced disadvantage the resources, support and opportunities they need to achieve their potential.

Playful and Relevant Learning: We make learning low-stress, fun and relevant by connecting it to young people's interests.

Student-led: Young people take ownership of their learning. Mentors act as partners in the learning process rather than teachers.

Sustained Support: We aim for Mentors and students to work together for as long as the Mentee is in school and wishes to continue, allowing strong relationships to develop.

Community of Learners: Mentors and young people learn from and support one another as part of the wider LUL community.

For more information about Light Up Learning please visit www.lightuplearning.org

The Role

We are looking for creative, passionate and reliable individuals to join our dedicated team of Mentors. The role involves providing one-to-one, interest-led mentoring to young people in high schools and centres around building positive, trusting relationships with young people. Mentors create a safe and supportive space for learning and developing skills, where young people take ownership of their own learning. This is not a traditional teaching role and there is not set curriculum to deliver. Instead, you will work alongside each young person to find out what interests them, help them develop ideas and create activities that make learning meaningful and enjoyable. This could involve creative projects, practical activities, research, writing, discussion, trips, workshops or exploring a new skill. The successful candidate will be able to adapt their approach to different young people, recognising individual strengths and interests, and supporting them to make progress at their own pace.

A Typical Mentoring Session

There is no single template for a LUL mentoring session. The young person's interests, needs and goals should shape what happens. Mentors are not expected to have specialist knowledge of every subject a young person may be interested in. What matters is being curious, resourceful and willing to learn alongside the young person.

- A typical mentoring session will include:
- Checking in with the young person and agreeing what they would like to work on.
- Exploring an interest or idea through a practical, creative or research-based activity.
- Supporting the young person to make decisions and solve problems for themselves.
- Developing a longer-term project where appropriate.
- Reflecting together on what the young person has achieved and what they would like to do next.
- Completing the required session reflection and recording relevant progress.

Key Responsibilities

- Provide weekly one-one mentoring sessions for a caseload of young people.
- Build positive, trusting and professional relationships with young people.
- Plan and facilitate engaging, student-led activities based around individual interests
- Support young people to develop self-directed projects and take increasing ownership of their learning.
- Create a low-stress, inclusive and supportive learning environment.
- Complete relevant admin tasks to reflect on progress, record attendance, identify next steps and contribute to the evaluation of services
- Develop positive working relationships with relevant school staff, and liaise with other stakeholders

- Adhere to school and LUL policies, procedures and systems
- Attend and contribute to LUL team meetings and the wider activities of the organisation
- Take part in relevant training and professional development opportunities

Success Measures

- Good attendance and retention of Mentees
- Positive feedback from Mentees and other stakeholders
- Evidence of progression in Mentee's skills
- Active contributor to the day-to-day operations of the organisation

Values & Behaviours

We are looking for individuals who can demonstrate the following values and behaviours in their work

- Ensures LUL's values and mission remain at the centre of all aspects of the role
- Effectively works within LUL's policies and procedures
- Demonstrates a sound understanding of and passion for working with young people
- Can work collaboratively to achieve goals
- Demonstrates high levels of integrity
- Shows a commitment to continuous personal and professional development
- Demonstrates an adaptable approach to work, embracing change and supporting new developments
- Willingness to share good practice and knowledge across the team

Why work for Light Up Learning

- Part-time, term-time employment in line with school holidays.
- £14.29 per hour, plus holiday pay, salary payments spread equally throughout the year
- 3% employer pension contribution
- Regular support and supervision sessions
- Opportunities for training and ongoing development
- Opportunities to contribute to an organisation working to reduce inequality in education
- A supportive team environment and a role where you can see the impact of your work