**Who we are?**

This is an exciting time to join the TCHC Group. TCHC Group was set up in August 2004. Since then, we have continued to develop and deliver programmes to support young people to learn, achieve and progress toward greater opportunities. TCHC is an organisation that believes in creating opportunities for all. It is an organisation that is ethical, friendly, and considerate and encompasses these values in all its services and operations. Most of all we believe in working together as a team to create opportunities for the individuals we work with to grow, to help them recognise and achieve their aspirations and goals and attain a positive outcome.

**TCHC is a disability confident committed employer.**

**Who are we looking for?**

We are looking for people who can act as role models for our learners and ensure that they leave us with not just their professional qualifications, but the attributes required to progress in the world of work. A genuine interest in working with and developing young people is a requirement.

Successful candidates will have experience in careers guidance, teaching personal and social development, employability and the ability to nurture and support young adults with a variety of needs.

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| **Job Title** | Post 16 Foundation Tutor  |
| **Location:** | Ipswich, Suffolk |
| **Working Hours:** | 8.30 am to 5.00 pm, Monday to Friday, 1-hour lunch, 37.5 hours per week(FT or Term Time Option available) |
| **Contract Type:** | Permanent |
| **Reports to:** | Centre Manager |
| **Salary Band:** | Unqualified £23,000 - £26,000, Qualified £27,000 – £30,000 per annum |

We are now looking for an enthusiastic and inspiring foundation tutor to join our Watford Post 16 education centre. The centres team work to support learners who face barriers to education, including learners with special educational needs, as well as those learners who need support with the transition back into education and/or building their skills and knowledge in preparation for their continued educational journey.

You'll be teaching 16-19 learners a range of subjects at foundation levels including careers, personal, social development and progression.

This post provides an excellent opportunity for a tutor with passion and drive who is committed to enabling our learners to unlock their potential and switch on to the power of learning.

**What are we looking for?**

**Qualifications & Experience:**

* Qualified to PTLLS/DTLLS/Cert Ed/ PGCE (Essential) (or willing to work towards a teaching qualification)
* SEN qualifications (desirable)
* Experience of teaching learners with various abilities or learning needs (Essential)
* Assessor qualification
* GCSE (or equivalent L2 Functional skills) in English and maths at grade C/4 or above (Essential)
* Experienced working with learners who present learning differences (Essential)
* Confident with your delivery (Essential)
* Knowledge of EHCP’s

If you do not currently hold a teaching or assessing qualification, we are able to support you through the appropriate qualifications or assessments.

*This course is an exciting opportunity for the right person, by providing practical lessons, excursions, visits and trips to develop the individual learner's confidence and personal skills to move forward within education of other opportunities.*

**Main Tasks & Responsibilities**

**Teaching, Learning and assessment**

* Plan, prepare and teach lessons on personal, social and development including life skills.
* Create engaging schemes of work that demonstrate sequencing of learning and progression.
* Create engaging lessons that are full of learning and development.
* Plan for learners needs through use of initial assessment, previous learning and EHCP’s
* Differentiate lesson plans and resources in line with learner needs as outlined in EHCP documents or through observations
* Track the progress of learners using appropriate and provided tracking systems
* Provide and deliver engaging sessions meeting the individual needs of all learners
* Plan and develop SMART-appropriate learning plans for individual learners alongside monitoring their EHCP outcomes.
* Monitor and assess learner progress ensuring timely achievements through the year, record and report the development, progress, and attainment of learners in accordance with TCHC’s assessment policies and in line with the principles of assessment for Learning.
* Conduct pastoral responsibilities as required
* Conduct 1:1 progress reviews of qualifications and personal skills
* Manage any behaviour issues that arise in line with TCHC policy, with support from the Centre Manager
* Implement TCHC’s inclusion and equal opportunity policies.
* Ensure that learning support assistants and visiting speakers are used effectively in the learning environment.
* To cover other subject areas as appropriate if required
* Organise and implement trips and events for learning
* Provide appropriate encouragement, guidance, and support to learners to help them progress
* Participate in events/open days as required
* Support for absent colleagues as required
* Participate in OFSTED inspections as required
* Attend team meetings

**Monitoring and Continual Improvement**

* Follow the education inspection framework.
* Undertake regular CPD and record it using company documents.
* Undertake qualifications where suitable as part of your own learning and development.
* Take proactive approaches to ensure Safeguarding and Prevent is embedded into the delivery and ensure issues are raised accordingly, in line with TCHC’s Safeguarding Policy using the appropriate recording and reporting tools.
* Be a reflective practitioner, evaluating and improving your own practice in order to take teaching and learning forward as well as ensuring learner success and progress

**Note:** These responsibilities serve as an initial outline for the tasks that the post holder will initially be expected to perform. Changes may occur over time to accommodate evolving job requirements and adapt to shifting circumstances. This outline represents an initial plan and will be subject to periodic review as part of our Continuous Professional Development process.

**Confidentiality**

The individual in this role is responsible for upholding the confidentiality of information pertaining to clients, staff, and other stakeholders. Certain aspects of their work involve handling confidential information, which should not be disclosed to individuals outside the scope of their official duties. It is imperative that the post holder consistently always adheres to the provisions of the General Data Regulation Act.

**Safeguarding, Prevent & Equal Opportunities**

TCHC is dedicated to promoting equal opportunities and preventing discrimination for everyone. Our commitment extends to adhering to Safer Recruitment Policies, safeguarding practices, complying with the Prevent Duty, and advocating for the well-being of children, youth, and adults. In pursuit of our dedication, we will continuously enhance and refine our robust safeguarding processes and procedures, fostering a culture of safeguarding among our team members and volunteers.

**Pre-employment checks**

The company also conducts an internal online search on social media platforms in accordance with the Keeping Children Safe in Education guidance. Should any pertinent information arise from this search, it will be discussed with the applicant as part of the recruitment process.

Please note that upon a successful job offer, the company performs digitalised right-to-work checks and initiates DBS applications through an external service provider. An enhanced DBS check, including the barred list, is mandatory for this role.

**Rewards for your hard work**

For us here at TCHC reward means far more than just pay. Our generous and competitive benefits package includes:

* Annual leave up to 25 days plus 8 public Bank Holiday
* We operate a Christmas and New Year shutdown period in which you will receive an additional 3 days of leave at full pay to cover this closure period.
* When your birthday falls on a working day you will receive this day off at full pay.
* Sickness pay allowance.
* Pension scheme after 3 months you have been employed with us
* Bupa Cash Plan, level 1 paid by the company
* Employee Assistance Programme to access help and support 24 hours a day every day of the year for immediate family (eligibility applies)
* Discounted membership for BUPA (subject to the qualifying conditions)
* Long Service club loyalty gift upon completion of 5 and 10 years of continuous service
* Quarterly and annual awards
* Company tools and equipment for the performance of your duties
* Reimbursement of travel expenses

**How to Apply**

To apply please complete the application form online at: <https://tchc.net/apply-now/>