

# **PETROC**

## **ADDITIONAL LEARNING SUPPORT ENGLISH AND MATHS INTERVENTION TUTOR**

Barnstaple or Tiverton campus

Part-time  
(16 hrs per week x 30 weeks)

Information for Candidates

# PETROC

## **TERMS & CONDITIONS OF EMPLOYMENT**

### **Hours of Work**

You will be expected to work such hours as are reasonably necessary for the proper performance of your duties and responsibilities. Staff will normally work a 37-hour week, pro- rata for staff on a part time basis.

### **Holiday**

You will be entitled to 30 days paid leave per annum, plus Bank Holidays; pro- rata for staff on a part time basis. The college traditionally closes between Christmas and the New Year and these three days are additional to your leave entitlement.

### **Pay**

As detailed in the job description below.

### **Probationary Period**

As with all Petroc appointments, there will be a 6-month probationary period. This is to provide the opportunity for your line manager to ensure that you are supported in your role and progressing as expected. The notice period will be one week during this probationary period.

### **Pension Scheme**

You will automatically join the Local Government Pension Scheme. Your contribution would be from 5.5% of your gross salary, with Petroc contributing 14.9% on your behalf.

### **Performance Development Reviews (PDR)**

All Petroc employees are required to take part in annual PDR's. Your review is aimed at establishing work targets and identifying any training and development needs you may have.

### **Induction**

On joining, you will take part in our induction programme including, Equality, Diversity & Inclusion Training, Health & Safety, Safeguarding and Prevent Training as part of your Contract of Employment.

### **Trade Unions**

You will be entitled to join a union at the college and are encouraged to do so by college management. College management consults with staff through a Joint Consultative Committee framework upon which recognised trade unions and/or professional organisations are represented. The recognised union for support staff is UNISON. If you are appointed to the post you are applying for and wish for more information, the Human Resources Office will put you in touch with the appropriate branch representative.

## **Criminal Background Disclosure**

You are required to declare any pending criminal prosecutions you may have as well as any spent criminal convictions, cautions, reprimands and final warnings as defined under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. The only exception to this requirement is that you would not need to disclose any 'protected' cautions or convictions as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

**Please note, failure to disclose this information at any stage of the selection process could lead to dismissal upon appointment in a role.**

**DBS Disclosures will be taken up on successful candidates only.**

## **Sick Pay**

Petroc offers you the benefit of an enhanced sickness allowance when absent due to illness after your probation period. This allowance ranges from 30 days full pay and 61 days half pay during 1st year of service up to a maximum of 183 days full pay and 183 days at half pay after 5 years' service.

## **ID Badges**

Photo ID badges are issued on appointment and can be used for photocopying and library borrowing as well as for identification purposes. It is a requirement that you wear your badge whilst on any college premises.

## **Car Usage & Expense Claims**

On occasions you may be required to use your own vehicle for travelling between campuses. In order to claim mileage expenses your car insurance must cover you for business usage. A copy of the insurance certificate would need to be supplied along with a driving license check to the customer services team on joining.

# PETROC

**ADDITIONAL LEARNING SUPPORT  
ENGLISH AND MATHS INTERVENTION TUTOR**  
TERM TIME ONLY/ANNUALISED CONTRACT  
BASED AT BARNSTAPEL OR TIVERTON

Name:		Date:	August 2022
Responsible to:	ALS Manager		
Direct Report(s):	n/a		
Links to:	SEND, HOSEND		
Salary:	£15.44 per hour plus £3.48 per hour holiday pay	Hours:	16 hours per week x 30 weeks per year

This job description is a current statement of the duties and tasks required of the post-holder concerned. The nature of the job description will change from time to time and its terms are always governed and overridden by the post-holder's Contract of Employment. The duties outlined in this document do not constitute a comprehensive or exclusive list and duties may be varied from time to time which do not change the general character of the job or level or responsibility entailed.

The College has an active Equal Opportunities, Diversity and Inclusion Policy, commitment to which is expected from all staff. Applicants are, therefore, invited from all suitably qualified people irrespective of disability, gender or race. In particular, applicants with a disability, if they wish to do so, may indicate on the application form details of their disability.

## MAIN FUNCTION OF THE JOB

- To work jointly as part of the ALS Intervention Team and English and Maths Team to contribute to the successful realisation of their targets and development plan.

## MAIN DUTIES

- To work in classes, 1:1 and in small groups with learners who require English and maths intervention to prevent them from being disadvantaged by a learning or support need.
- To work within timetabled classes for English and maths.
- To encourage, motivate and inspire learners to contribute to retention of learners.
- To use the learning strategies and provision listed in the learners EHCP (where applicable)
- To be responsible for reading the supporting evidence for a learner prior to meeting them to ensure that their support and learning needs are understood and used in the one to one session.
- To be a key adult in the college life of the learner who is reliable and dependable.
- To communicate with the ALS Manager should the learner need support outside the ALS tutor remit.
- To balance being learner led and responsive to the needs of the learners with being prepared and resourced for the individual.
- To continuously reflect on all aspects of teaching and professional practice in order to help ensure the highest quality of delivery, assessment and of the learner experience on their learning programme, including teacher assessment weeks and progress reports.
- To help develop and continually update systems and materials that supports the management of learning on programmes, including basic administration. This particularly includes the timely production of paperwork relating to exam dispensation assessments.
- To help identify and therefore address own professional development needs.
- To participate in staff meetings in order to share and disseminate information to the curriculum and section teams.
- To work in partnership with internal and external stakeholders as appropriate and take a proactive role in enhancing the reputation of the College and the Section in which the post is based.
- To contribute and conform to college policy and procedure.

- To participate annually in the College's appraisal scheme.
- To communicate to teaching staff and 1:1 learners as well as manager if absent.

**Additional Duties:**

To undertake such additional duties as may be reasonably required commensurate with the level of responsibility within the College at the initial place of work or any other of the Colleges' campuses.

**GENERAL REQUIREMENTS**

Petroc is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The College Recruitment and Selection Policy and Procedure seeks to support this agenda through the selection stages and pre-employment checks.

Petroc is committed to Equality and Diversity and promoting Equality and Diversity and expects all staff and volunteers to share this commitment. The College Recruitment and Selection Policy and Procedure seeks to support this agenda through ensuring that at all stages of recruitment and selection are non-discriminatory and individuals are employed or promoted regardless of gender, marital status, age, ethnic origin, religion or belief, sexual orientation, disability or previous criminal records.

Actively take part in the College probation and Performance Development Review processes.

Undertake such duties as may be reasonably required commensurate with the level of responsibility within the College at the initial place of work or any other of the College's sites.

**CONDITIONS OF SERVICE**

All positions are subject to the completion of an Enhanced DBS Disclosure

Completed applications should be returned to [staffrecruitment@petroc.ac.uk](mailto:staffrecruitment@petroc.ac.uk) or to the Human Resources Office, Petroc, Old Sticklepath Hill, Barnstaple, Devon, EX31 2BQ by no later than the closing date on the website. Applications received after this deadline will not be accepted.

**PERSON SPECIFICATION**

Criteria		How Evaluated	
		Application	Interview
Experience	Essential: <ul style="list-style-type: none"> <li>• Experience in delivering learning support (literacy, numeracy and /or study skills)</li> <li>• Using a range of differentiated and creative teaching strategies and resources</li> <li>• An understanding of the demands of college programmes and their methods of assessment.</li> <li>• Implementation of equal opportunities policies</li> <li>• Excellent oral and written communication skills</li> <li>• Effective ICT skills</li> </ul>	x	
	Desirable: <ul style="list-style-type: none"> <li>• Delivering strategies to learners post 16</li> </ul>	x	

	<ul style="list-style-type: none"> <li>Experience of supporting learners with SpLD and have qualifications accordingly</li> </ul>		
Qualifications	<p>Essential:</p> <ul style="list-style-type: none"> <li>Teaching qualification e.g. PGCE, CertEd, GCSE English and maths at least Grade 4 equivalent</li> </ul>	x	
	<p>Desirable:</p> <ul style="list-style-type: none"> <li>Qualifications in supporting learner with SpLD, autism and additional learning needs and experience of working with Education, Health and Care plans.</li> </ul>	x	
Generalist Support Behaviours	<ul style="list-style-type: none"> <li>Communicates clearly and with confidence to a wide range of people. Articulates understanding and gains support from others</li> <li>The ability to anticipate, prepare, respond and adapt to sudden and incremental changes. Has an acceptance of reality, core values align with the college, ability to improvise</li> <li>Enjoys working hard, is action orientated and full of energy for tasks they see as challenging. Not fearful of acting with a minimum of planning, seizes more opportunities than others</li> <li>Takes the initiative, makes decisions and takes responsibility for actions in support of faculty and wider college. Has an eye to the future and able to align personal and faculty aspirations to the overall strategic direction. Develops ideas, adds values and seeks opportunities for leadership</li> <li>Looks forward to the broadest possible view of an issue / challenge, has broad-ranging personal and business interests and pursuits, can easily pose future scenarios, can think cross college, can discuss multiple aspects and impacts of issues and project them into the future</li> </ul>	x	x
College values	<ul style="list-style-type: none"> <li>Respect - to embrace differences, respect the values, ideas and beliefs of others and renew our own values through discussion and exploration.</li> <li>Community - to believe in community, the ability to do more together, the mutual commitments that hold people together, and in</li> </ul>		x

	<p>responsibility beyond one's own self-interest</p> <ul style="list-style-type: none"> <li>• Empowerment - to create an educational environment that empowers learners and staff to exceed their own expectations and enables them to shape the future of our world</li> </ul>		
Mandatory requirements	<p>Essential:</p> <ul style="list-style-type: none"> <li>• Commitment to safeguarding and Keeping Children Safe in Education</li> <li>• Commitment to safeguarding adults at risk</li> <li>• Commitment to equal opportunities and inclusion (SEND)</li> <li>• Commitment to British Values and the Prevent agenda. Embracing differences, respecting values, ideas and beliefs of others, renewing own values through discussion and exploration.</li> </ul>		x