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| **Job Role: Teacher of Early Years****Reporting to: Team Manager****Base: The Roundhouse and Ilkeston**  |
| **Hours per week** 37 hours per week, 52 weeks per year**Contract Type** Academic**Holidays** 35 per year **Salary** AOC Lecturer Pay Scale, £18,726 - £35,645 per annum  |
| **Job Purpose**To plan, deliver and manage a varied high quality teaching and learning experience, delivering challenging and varied vocational training and education to the highest standard, thus ensuring high levels of retention and achievement, and learner progress – including FE and HE. |
| **Introduction**The requirements that the College has of its Lecturing staff are outlined in this job description and also in the following documents:* Professional Standards for Teachers and Trainers in Education and Training – England
* The objectives set out in the Lecturers Scorecard – as updated annually
* The Minimum Expectations for Teachers outlined in the Teachers and Team Managers Guidelines and Procedures

**Teaching Responsibilities*** Carry out the effective day to day management of learners’ learning in accordance with the College’s objectives.
* Inspire learners and colleagues identifying, interpreting and applying specific knowledge and skills.
* Raise and sustain retention and achievements for learners on a continual basis.
* Embrace the educational possibilities of Information Learning Technology and to take the responsibility for adapting teaching materials and one’s own practice in the use of ILT.
* Manage learning flexibility within a variety of delivery modes and levels (including HE).
* Undertake a pastoral role, combining both group and individual learner progress & achievement support.
* Support, collaborate with and advise team members in effective delivery of the curriculum.
* Create, deliver and evidence high quality learning materials.
* Contribute towards the development of and deliver a unitised curriculum.
* Promote equality of opportunity and recognition of diversity through teaching and learning
* Continually assess, plan for, and meet the individual needs of learners.
* Facilitate learning in large and small groups, and be able to deliver across all levels; including HE.
* Identify and apply strategies to facilitate effective learning.
* Communicate effectively with all levels of learners and staff.
* Work effectively within different learning environments.
* Be familiar with a range of accreditation/specifications.
* Demonstrate an awareness and understanding of learning opportunities from a variety of sources.
* Demonstrate an understanding of the complex nature of the curriculum.

**Learner Progression Responsibilities*** Ensure that learners progress well from their different starting points and achieve or exceed standards expected for their age
* Help learners attain relevant qualifications so that they can and do progress to the next stage of their education into courses that lead to higher-level qualifications and into jobs that meet local and national needs
* Maintain consistently high expectations of what learners can achieve, including the most able and the most disadvantaged
* Where relevant, promote English, maths and other skills necessary to function as an economically active member of British society and globally
* Have a secure understanding of the age group being worked with and have relevant subject knowledge that is detailed and communicated well to learners
* Gather assessment information from looking at what learners already know, understand and can do and is informed by their parents/previous providers as appropriate
* Use assessment information to plan appropriate teaching and learning strategies, including identifying learners who are falling behind in their learning or who need additional support, enable learners to make good progress and achieve well
* Ensure that learners understand how to improve as a result of useful feedback and, where relevant, parents, carers and employers understand how learners should improve and how they can contribute to this
* Engage with parents, carers and employers to help them understand how learners are doing in relation to the standards expected and what they need to do to improve

**Learner Personal Development, Behaviour and Welfare Responsibilities**Promote and support learners’:* Pride in achievement and commitment to learning
* Self-confidence, self-awareness and understanding of how to be a successful learner
* Choices about the next stage of their education, employment, self-employment or training, where relevant, from impartial careers advice and guidance
* Where relevant, employability skills so that they are well prepared for the next stage of their education, employment, self-employment or training
* Prompt and regular attendance
* Following of any guidelines for behavior and conduct, including management of their own feelings and behavior, and how they relate to others
* Understanding of how to keep themselves safe from relevant risks such as abuse, sexual exploitation and extremism, including when using the internet and social media
* Knowledge of how to keep themselves healthy, both emotionally and physically, including through exercising and healthy eating
* Personal development, so that they are well prepared to respect others and contribute to wider society and life in Britain

**General Responsibilities*** Comply with administrative procedures for the effective collection, interpretation and actioning of College management information.
* Provide a professional customer service to both internal and external customers.
* Develop curriculum growth and innovation.
* Ensure that quality standards are set, monitored and reviewed
* Contribute to the exploration and initiation of sources of income generation.
* Liaise effectively with industrial, commercial and educational partners, including partner universities.
* Contribute to the marketing of programmes within the area.
* Fully participate in Team Meetings, professional development, events, discussions and any other activities commensurate with the duties and responsibilities of this post.
* Demonstrate flexibility in responding to changing demands in personal, sectional or the College’s workload.
* Take reasonable care of your own health, safety and welfare and that of any other person who may be affected by your actions or omissions whilst at work.
* Undertake risk assessments for any new activity and ensure risk assessment checks are carried out for any ongoing activity.
* Carry out any other reasonable duties within the overall function, commensurate with the grading and level of responsibility of the job.
* Abide by all College policies, procedures and processes ensuring legal compliance to the college.
* Be committed to working in a cohesive, supportive and forward-thinking team of colleagues which shares an ambitious vision to secure an outstanding status for the College.

**Continuous Professional Development*** Develop dual professionalism: ensuring vocational/academic knowledge and skills is kept up-to-date; and continually developing a knowledge and application of pedagogy, including developing.
* Keep abreast of local and national developments that impact on learner experiences.
* Demonstrate competencies commensurate with the position e.g. a high level of interpersonal skills, good time management skills, self-motivating, professional, proactive and creative in line with the Teachers’ Professional Standards
* Desirable competencies include conflict handling, interviewing, undertaking research to benefit the college and proficient IT skills, an understanding of funding and how to access funding streams.
* Take responsibility for one’s own professional development and continually update as necessary. Additionally, the set amount of CPD required by the College per annum must be accrued and Team Time attended.

**Employees with management responsibilities*** Be responsible for implementing and monitoring College and individual department policies/procedures to ensure the health, safety and welfare of all persons within your area of control.
* Ensure that all persons within your area of control are provided with appropriate information, instruction, training and supervision so as not to compromise their health, safety or well-being.
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| **Qualifications****Essential*** Certificate in Education/PGCE/Professional Diploma in Teaching or willing to work towards.
* Professional Subject Qualification at Level 4 **or** Advanced craft qualification if in vocational area.
* Degree in subject taught if A level
* Level 2 Maths.
* Level 2 English.

**Desirables*** Recent professional development.
* Specific IT qualifications at Level 1 / 2
* Basic Skills Qualification.
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