



Appointment of One to One Teachers/Tutors

£28 - £32 per hour (QTS rate)

£18 - £22 per hour (Tutor without QTS rate)

Flexible hours, required asap

Closing Date: 7 October 2022



Kenton School, Drayton Road, Newcastle upon Tyne, NE3 3RU, Telephone: 0191 214 2200.

Email: human.resources@kenton.newcastle.sch.uk



Introduction from the Principal

Dear Applicant

One to One Teacher/Tutor

At Kenton we are passionate about providing the very best education possible for young people in our city, our region and nationally and our strong and committed team share our vision of ensuring all our students not only reach their potential but that they are confident, happy and resilient students who treat each other with compassion and respect,

We are seeking applications from Mathematics or English specialists to support our key stage 4 students on a 1-1 or small group basis in these subjects. Kenton School has high aspirations for the qualifications all our students will achieve at the end of Year 11. The successful candidate will share those high aspirations, build excellent relationships and work with colleagues to provide steppingstones to success.

If you are the person we are looking for, you will have a proven track record of effective teaching or tutoring in either Mathematics or English, excellent behaviour management skills, an awareness of policies and other guidance on safeguarding and wellbeing, and the interpersonal skills to challenge, inspire and motivate students to enable them to achieve their potential regardless of the barriers they face. In return, Kenton School offers fantastic developmental possibilities due to its size, facilities and a forward thinking management.

If you have the skills, commitment and enthusiasm to succeed in this role, we want to hear from you. In return we can offer you,

- Access to the Teachers' Pension Scheme
- Salary sacrifice schemes including cycle to work and childcare voucher schemes
- Free on-site parking
- Free gym access at Kenton School

We look forward to receiving your application.

Yours sincerely



Bill Jordon CBE
Principal



One to One Teacher/Tutor



Responsible to: Head of Department/Assistant Principal Progress & Achievement

Job Purpose: To carry out the professional duties of a teacher through delivering high quality lessons and interventions to develop learning.

Job Description

Main Responsibilities:

The following list is typical of the level of duties which the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar type and level may be required from time to time.

1. To deliver intervention programs to individuals and small groups preparing relevant and appropriate learning experiences in conjunction with the Department staff.
2. To respond to underperformance of students, using a range of strategies to engage and embed learning.
3. Assist in the development of suitable intervention materials, lesson plans, resources, schemes of work and teaching strategies.
4. To monitor and maintain records of student progress in line with school policies.
5. Liaise regularly with the Head of Department and teachers to inform them of progress and provide relevant feedback.
6. Support exam revision sessions as required.
7. To attend departmental meetings as required.
8. To work with other professionals such as pastoral staff and Learning Support to ensure students are appropriately supported.
9. Contribute to the development and application of priorities, policies and activities in order to enable the achievement of whole school aims.
10. Promote the safeguarding and welfare of children and young persons the postholder is responsible for, or comes into contact with. Be aware of school policies and other guidance on the safeguarding and promotion of wellbeing of children and young people. Take appropriate action where required.
11. Promote and implement policies and practices that encourage mutual tolerance and respect for diversity in all aspects of employment and service delivery.

One to One Teacher/Tutor

Person Specification

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	Graduate with Qualified Teacher Status (degree, PGCE, BEd or equivalent) or be able to offer evidence of commensurate experience.
2	Ability to teach Mathematics or English effectively at KS4.
2	Broad base of subject knowledge.
3	Evidence of effective teaching/tutoring experience with the ability to effectively deliver intervention sessions on a one to one or small group basis.
4	Experience working in a school setting with secondary age children and young people.
5	Knowledge of the issues that affect young people.
6	Knowledge of and ability to effectively use a range of techniques to engage students and promote positive behaviour for learning.
7	Effective analytical skills with the ability to use data to inform practice.
8	Effective organisational skills e.g. session preparation and good record keeping etc.
9	Effective ICT skills.

Desirable

10	Previous experience effectively working as a 1-2-1 or small group Tutor.
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Part B: Assessment Stage

The following criteria will be further explored at the assessment stage in addition to criteria as outlined in Part A:

Essential

1	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> • Motivation and commitment to work with children and young people • ability to form and maintain appropriate relationships and personal boundaries with children and young people • emotional resilience in working with challenging behaviours • attitude to use of authority and maintaining discipline.
2	Effective interpersonal, oral communication and presentation skills with the ability to persuade, influence and gain co-operation.
3	Ability to deliver a lesson to agreed objectives.

4	Understanding of the barriers to learning.
5	Ability to work effectively as part of a subject/ curriculum team.
6	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post
7	Committed to working with young people and contributing to trust and whole school ethos

Assessment Methods

The following methods of assessment will be used:

- Interview
- Student task

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service*
2	Additional criminal record checks if applicant has lived outside the UK
3	Children's Barred Persons List*
4	DfE Prohibition List Check and GTCE List check
5	Medical clearance
6	Confirmation of Qualified Teacher Status and proof of qualifications
7	A minimum of two satisfactory references from current and previous employers (or education establishment if applicant not in employment). Further references may be requested where necessary in line with Keeping Children Safe in Education 2019.

*All posts involving direct contact with vulnerable children are exempt from the Rehabilitation of Offenders Act 1974. The amendments to the Exceptions Order 1975 (2013 and 2020) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website (www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974).

Shortlisted candidates will be asked to provide details of all unspent convictions and those that would not be protected/filtered, prior to the date of interview. You may be asked for further information about your criminal history during the recruitment process. If your application is unsuccessful, this self-disclosure information will be checked against the information from the Disclosure and Barring Service before your appointment is confirmed.

This post is classed as being in 'Regulated Activity' as defined in Keeping Children Safe in Education 2021, therefore in addition to the DBS check, a check of the Children's Barred List will also be conducted as part of the pre-employment screening process.



Additional Information for Applicants

Terms and Conditions of Employment

The conditions of service applicable to this post are the Conditions of Service for School Teachers in England and Wales (the Burgundy Book) and the School Teachers Pay and Conditions document, as amended/supplemented by local decisions made by Northern Leaders Trust.

Salary

The pay for the roles including holiday entitlement is as follows:

Teachers with QTS: £28 to £32 per hour

Tutors without QTS: £18 to £22 per hour

The above rates are inclusive of rolled up holiday pay. Starting pay will be dependent upon experience. Payment is made one month in arrears on completion and submission of timesheets.

Working Hours

Working hours will be flexible in line with the needs of the school and the availability of tutors.

Start Date/Status

The start date of the post will be asap. The roles will be casual therefore the school is under no obligation to offer work and the teacher/tutor is under no obligation to accept.

Pension Scheme

The postholder will have the opportunity to be enrolled in the Teachers' Pension Scheme. There is an option to opt out for those who wish to. Further details on the Teachers' Pension Scheme can be found at www.teacherspensions.co.uk and www.twpf.info.

Equal Opportunities

The school is opposed to any form of unfair discrimination and is publicly committed to be an equal opportunity employer.

Safeguarding

Northern Leaders Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We are fully committed to ensuring that consistent effective safeguarding procedures are in place to support families, children and staff at school.

Application Process

Candidates can apply by downloading a Word version application from our website ks.northernleadertrust.org which can be returned by email to hr@northernleadertrust.org

Closing date: 12.00 Noon 7 October 2022

