

ROLE: Mechanics Instructor (Teacher)

REGION: Sutton in Ashfield, Nottinghamshire

HOURS: 8.30am – 4.30pm

Line Manager: Head of Education

JOB DESCRIPTION:

Westbourne School is a truly unique provision which blends academic and vocational learning to provide the best possible outcomes for all children, regardless of ability or start point. The school is proud to offer vocational facilities which include mechanic and construction workshops, a hair and beauty salon and fully kitted catering provision. Our goal is to create bespoke curriculums that support the needs of each individual child, allowing them to flourish and succeed giving them the best possible opportunities in life.

Mechanics is very popular with our students, who enjoy the hands-on learning experience. As the Mechanics Instructor you would manage the fully equipped Mechanics workshop and help young people to develop the skills they need to achieve L1/L2 mechanics qualifications.

Job purpose

Under the reasonable direction of the Senior Leadership Team, carry out the professional duties of a school teacher as set out in the current School policies.

Teach in accordance with the ethos, organisation and policies of the school as a fully committed member of the teaching team and as detailed in the specific duties and core standards below.

Areas of responsibilities and key tasks

Teaching and learning

- Be responsible for the quality of education in Mechanics.
- Planning, implementing and evaluating the Mechanics curriculum.
- Create a purposeful learning environment
- Teach engaging and motivating lessons informed by well-grounded expectations of learners and designed to raise levels of attainment
- Know how to make effective personalised provision/effectively provide differentiated tasks for those they teach ensuring equality of opportunity for all.
- Have high expectations of young people including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting, supportive and constructive relationships with them
- Know how to use skills in literacy, numeracy and ICT to support their teaching and wider professional activities
- Use assessment as part of their teaching to check and correct understanding, set realistic and challenging targets for improvement, and plan future teaching.

Assessment, recording and reporting

- Set a vision and targets for pupil success
- Give pupils regular feedback that enables them to progress.
- Encourage pupils to respond to the feedback, reflect on progress, their emerging needs and to take responsible and conscientious attitude to their own work and study
- Assessing, recording and reporting on the development, progress and attainment of pupils
- Track progress, regularly monitor reports on progress, identify and deliver interventions where appropriate
- Know the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those relating to examinations and qualification

Strategic direction and development of the school

- Maintain an up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework within which they work, and contribute to the development, implementation and evaluation of the policies and practice of their workplace, including those designed to promote equality of opportunity.
- Support the Leadership Team to set vision and direction for the school
- Contribute to the life and community of the school in all of its aspects
- Establish and maintain a positive learning environment in which the pupils' behaviour is well managed and within which social, emotional and learning needs can be met within a supportive framework
- To promote the social and emotional development of children through positive approaches that encourage appropriate relationships and the development of self-esteem

Behaviour management

- Have the ability to identify and de-escalate potential problems before they escalate and be able to develop strategies to promote the positive behaviour of pupils
- Hold positive values and attitudes and adopt high standards of behaviour in their professional role
- Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy
- Maintain the school's system of rewards and sanctions, which is understood and appreciated by pupils and parents
- Promote learners' self-control, independence and cooperation through developing their social, emotional and behavioural skills

Pupil care and welfare

- Be familiar with and supporting all staff in following the school's safeguarding policy
- Be aware of, and comply with, current policies and procedures relating to child protection; health and safety; confidentiality and data protection, reporting all concerns to the appropriate person
- Know how to identify and support children and young people whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support
- Create and maintain risk assessments for all vocation areas, ensuring the highest expectations of health and safety to ensure that all pupils and staff are safe

Other

- Have a commitment to collaboration and co-operative working where appropriate
- Provide cover by supervising and teaching any pupils, whose teacher is unavailable
- Know and understand the relevant statutory and non-statutory curricula/frameworks, including those provided through the National Strategies, for their subjects/curriculum areas
- Engage actively with the annual performance management review process, in accordance with the school's policy
- Monitor and evaluate the curriculum offered and review appropriate planning, assessment, record keeping and reporting procedures, subject improvement plan, subject policy as and when requested
- Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies
- Perform any reasonable duties as requested by the Head teacher or member of the Senior Leadership Team.

Working hours

- Full time members of staff are required to work 195 days in any one academic year, of which 190 days shall be with pupils;
- Working hours are 8.30am – 4.30pm

PERSON SPECIFICATION

Essential

- Experience delivering Mechanics qualifications
- A deeply held conviction that every child can achieve and reach their potential
- The belief that all children deserve a life of choice and opportunity
- Ability to be adaptable in a fast-paced extremely environment
- Commitment to the safeguarding and welfare of all children
- Excellent classroom practitioner
- Excellent team player
- Ability to work successfully with pupils with challenging behaviour
- High expectations of others
- Resilience
- Ability to work on own initiative
- Willing to undertake training.
- The ability to listen and communicate effectively
- Ability to stay calm in difficult situations and maintain clarity of vision
- Commitment to on-going improvement and learning

Desirable

- Qualified to degree level with QTS

- Experience training young people for employment within the mechanics industry
- Experience of working with young people from challenging backgrounds
- Experience of working with students with special educational needs.
- Evidence of continually improving the outcomes of pupils
- The courage and conviction to make a difference
- Constant deep reflection which leads to personal growth and better pupil outcomes
- Sustain energy, optimism and motivation in the face of pressure and setbacks
- Support the team and be aware of others' levels of resilience in different situations
- Driving Licence
- Evidence of ability to plan strategically.

When you join our team, you become part of something very special – a growing organisation providing outstanding fostering, residential care and special educational services to some of Britain's most vulnerable children and young people. We can promise you plenty of challenges, and a rich variety of opportunities to develop your career.