



Post Title	Tutor
Salary range/grade	Grade S2-S4 Pay Point 5 to 16 - £19,488 - £22,838
Responsible to	Senior Management Team or Middle Management Team
Type	Term time only (40 weeks)
Base	ALP Sittingbourne, 60 Bell Road, Sittingbourne, ME10 4HE
Job Purpose	
<p>To work as part of the Tutor Team in supporting and guiding students with learning difficulties/disabilities in both individual and occasionally small group learning sessions.</p> <p>The post holder may work with primary, secondary or post-16 learners to support and assist them in establishing good attendance, positive relationships, a routine, trust and respect for the environment and the people within it. The post holder will be supported in delivering lessons to help the learner achieve.</p>	

Key Tasks and Activities:

1. To build and maintain successful relationships with pupils, treat them consistently with respect and consideration and be concerned for their development as learners.
2. To demonstrate and promote the positive values, attitudes and behaviour they expect from the pupils with whom they work.
3. To work collaboratively with colleagues and seek help and advice when necessary.
4. At all times to be aware of and make every effort to uphold and work towards our ethos of A-attendance, R-routine, R-respect, R-relationship, T-trust, T-teaching
5. To develop an understanding of the special educational needs of the student/s concerned and how their needs impact upon their ability to learn.
6. To individualise student's access to the lesson and its content through appropriate lesson preparation, clarification, explanations, equipment and materials.
7. To help promote independent learning.
8. To help reinforce learning.
9. To assist students with physical needs.
10. To help students record work in an appropriate way.
11. To develop study and organisational skills.
12. To help keep the students on task and to build motivation.
13. To model good practice.
14. To help build the student/s' confidence and enhance self-esteem

Teaching and Learning Activities:

- a. To use clearly structured support and learning activities, that interest and motivate pupils and progress them,
- b. To communicate effectively and sensitively with pupils to support their learning.
- c. To promote and support the inclusion of all pupils in the activities in which they are involved.
- d. To use behaviour management strategies, in line with the centre's policy and procedures, which contribute to a purposeful learning environment.
- e. To advance pupils' learning in a range of settings, including working with individuals and small groups.
- f. To recognise and respond effectively to equal opportunities issues as they arise including by challenging stereotyped views, and by challenging bullying or harassment, following relevant policies and procedures.
- g. To assist and support the learning activities, enhance the physical teaching space and promote the use of resources.

Planning and Expectations

Within the guidelines set by either the senior management team, lead teacher or specialists:

1. To prepare students beforehand for a task.
2. To work on differentiated activities with identified individuals or groups.
3. To supervise practical tasks.
4. To be involved in keeping records to evaluate student progress including IEPs, PHP's, risk assessments, B-Squared, assessments etc.

Monitoring and Assessment

1. To support pupils' progress through providing feedback on portfolios.
2. To support in the monitoring of pupils' responses to learning tasks and modify their approach accordingly.
3. To monitor pupils' participation and progress, providing feedback to specialists and management, and giving constructive support to pupils as they learn.
4. To contribute to maintaining and analysing records of pupils' progress.

Knowledge and Understanding

1. To be assisted in developing an understanding of the curriculum, the age-related expectations of pupils, the main teaching methods and the testing/examination

Key Performance Indicators

1. Student and parent/carer level satisfaction.
2. Progress of the learner(s) you work with
3. Willingness to learn and develop an understanding of the curriculum, learners needs, policies and teaching practice.

Expectations and Values

ALP Schools are committed to continuous learning and all staff are expected to engage in continuing professional learning and development. In common with all who work in the centres the postholder will also be expected:

1. Act as an ambassador for the school and the partnership by supporting our values and expectations of learning.
2. Be a significant presence and role model for students and staff and to meet fully the schools dress code.
3. Follow and where appropriate enact all relevant college policies, procedures and guidelines and those agreed by the Partnership.
4. Contribute to development through team planning and review meetings.

All staff have a responsibility for providing and safeguarding the welfare of children and young persons s/he is responsible for or comes into contact with.

Special Factors:

1. The nature of the work may involve the post-holder carrying out work outside of normal working hours.
2. The post-holder may be required to attend, from time to time, training courses, conferences, seminars or other meetings as required by his/her own training needs and the needs of the service.
3. Expenses will be paid in accordance with the schools policy
4. This post is subject to a check being carried out at an Enhanced level by the Disclosure and Barring Service regarding any previous criminal record.

The above responsibilities are subject to the general duties and responsibilities contained in the Written Statement of Particulars.

This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

Equality and Diversity Statement

ALP Schools are committed to achieving equality for all those who learn and work with us, and wishes to develop a fair and supportive environment, which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, colour, nationality, ethnic origin, gender, gender identity (transsexuality), marital or civil partnership status, disability, sexual orientation, religious or political beliefs, age, social class or offending background.

Staff in Human Resources play a critical role in developing, maintaining and supporting equality and diversity in employment. All staff have a legal and personal responsibility to uphold the School's policies.

Equality of opportunity is embedded in the recruitment and selection of staff, training, promotion, performance and development management, induction, probation, and communication and elsewhere. We endeavour to treat people fairly on the basis of individual need and to build a workforce which is diverse.

Person Specification

Essential (E) Desirable (D)

Education and Qualifications

- To have or be willing to work towards achieving a qualification in English / literacy and mathematics / numeracy equivalent to at least a level 2 on the National Qualifications Framework. (E)
- Education to A' level or its equivalent and beyond (D)

Experience

- Relevant experience of addressing social exclusion, including but not limited to; youth work, alternative education provisions, community development, dealing with vulnerable people and those with complex needs (SEN). (E)
- Experience of working with clear guidelines, procedures and adhering to child protection (E)
- Ability to establish and maintain professional working relationships with a variety of colleagues across directorates and other agencies (E)
- Understanding of working with people with challenging behaviour / complex needs / disabilities. (E)
- Ability to quickly establish relationships with young people, vulnerable people and families with complex needs. (E)

Knowledge, Skills and Abilities

- Willingness to keep up to date in subject knowledge and national developments (E)
- Good Knowledge of special educational needs and disabilities (E)
- Ability to plan and tutor effectively using a variety of strategies. (E)
- Excellent interpersonal skills with both adults and children. (E)
- Willingness and ability to work as part of a team. (E)

- Ability to communicate effectively both verbally and in writing. (E)
- Ability to prioritise and organise own work. (E)
- Ability to work effectively to a high standard, on occasion, under pressure, meeting deadlines. (E)
- Knowledge of Health and Safety procedures and their application. (D)
- Proactive approach to problem solving (D)
- Ability to work flexibly in a rapidly changing environment (D)
- Strong understanding of youth and wider community issues (E)
- Computer literate (Word, Excel, Outlook and internet) (E)
- Excellent interpersonal skills, inc active listening (E)
- Strong organisational, planning and time management skills (E)
- Excellent written and communication skills (D)
- Knowledge of social media (D)

Personality and Social Skills

- To have a 'can do' philosophy (E)
- To enjoy working with young people. (E)
- To be flexible, energetic, adaptable and have the ability to use initiative. (E)
- To identify and develop opportunities (D)
- To carry out professional duties in a positive, helpful and courteous manner. (E)
- To have high aspirations and expectations for their students and themselves. (E)
- Committed to raising standards and continuous improvement. (E)
- To be dedicated to the progression of the students, the school and themselves (E)
- An empathetic nature (E)
- Mature and professional approach to vulnerable people, families and other professionals. (E)
- Ability to maintain confidentiality in the light of handling sensitive information (E)
- Good communication and social skills, with a good sense of humour (E)
- Ability to work flexibly with reference to time and location and meet deadlines (E)
- Ability to cope with difficult interpersonal behaviour and language (E)
- Demonstrate a consistent and positive attitude to challenges (E)
- Demonstration of a solution focussed and flexible approach to management (E)

Other Factors

- Full and current driving licence with use of a vehicle for work (D)
- Willingness to drive a company vehicle (D)