

## CONDITIONS OF EMPLOYMENT

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|---------------------------------------|--|
| <b>General Conditions</b>             | Conditions of employment for teaching staff are as agreed between the Sixth Form Colleges Association and staff representatives at national and local level. Pay and conditions for teachers are similar to, but not the same as, those for school teachers.   |
| <b>Start Date</b>                     | 31 <sup>st</sup> August 2021   |
| <b>Status</b>                         | Permanent full-time post in the College's teaching staff structure   |
| <b>Teachers' Salary</b>               | The salary structure consists of a 9 point main scale. Appointment will be to the individual's relevant point on the Main Scale. Further details are enclosed. Annual pay progression, where relevant, will be directly linked to acceptable appraisal outcomes via the colleges' annual appraisal process.  |
| <b>Hours of Work</b>                  | Full time consists of 5.5 blocks (22 lessons) of teaching per week and 1265 directed hours per annum worked over 195 days of which 190 are teaching days with a commitment of 23.83 hours per week contact time. The College day for daytime students starts at 8.50am and ends at 4.10pm.   |
| <b>Pensions</b>                       | There is automatic entry to the Teachers' Pensions Scheme. Employee contributions are tiered and based on actual part-time earnings and employer contributions are 16.48%. Further details can be found at <a href="http://www.teacherspensions.co.uk">www.teacherspensions.co.uk</a>  |
| <b>Induction</b>                      | There is a programme of support for all staff new to the College. Statutory induction for Newly Qualified Teachers (NQTs) is fully applicable to those starting their careers in sixth form colleges and the College works with a recognised validation scheme to accredit NQT status.   |
| <b>Holidays</b>                       | Details of holiday periods will be made available to you.<br>The College year is similar to the Local Authority's academic year with some variations.  |
| <b>Child Protection/ Safeguarding</b> | The College and all its personnel are committed to safeguarding and promoting the welfare of children, young persons and vulnerable adults. This position is subject to an Enhanced Disclosure and Barring Service (DBS) check.<br>Where you have lived overseas in the last 5 years the College is required to evidence an overseas check in addition to the DBS check. Please refer to <a href="https://www.gov.uk/government/publications/criminal-records-checks-for-overseas-applicants">https://www.gov.uk/government/publications/criminal-records-checks-for-overseas-applicants</a> for further information as to how you can apply for a 'certificate of good character' if you are appointed. Where there is a charge applicants will be required to pay for this themselves. |
| <b>Equality and Diversity</b>         | The College is an equal opportunities employer and staff, students, volunteers and workers are expected to respect the principles of open access and opportunity for all regardless of age, disability, gender identity, marital status, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Applications from members of the ethnic minorities would be particularly welcome as they are currently under represented in our workforce.   |
| <b>Disability</b>                     | Where a disabled candidate is placed at a substantial disadvantage in comparison to a non-disabled applicant consideration will be given to any reasonable adjustments required to enable them to do the job after an offer of employment has been made. Personnel will discuss any reasonable adjustments required for the recruitment process with candidates shortlisted for interview. The selection process for this position will include a teaching activity.   |

**Sixth Form Colleges: Salary Structure for Teaching Staff from (1<sup>st</sup> May 2021)****Pay Spine Point**

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|------|---------|
| NSP1 | £25,570 |
| NSP2 | £27,264 |
| NSP3 | £29,076 |
| NSP4 | £31,008 |
| NSP5 | £33,068 |
| NSP6 | £35,263 |
| NSP7 | £36,696 |
| NSP8 | £39,133 |
| NSP9 | £41,732 |