



Welcome to Gateway Sixth Form College

Candidate Recruitment Pack

Better Futures
Multi-Academy Trust

Coventry
University

Ofsted
Good
Provider

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Welcome from the College Principal

Welcome and thank you for considering Gateway College as the important next step in your career. As a Sixth Form College specialising in the education and progression of 16-19 year olds, there is so much that we offer young people. We have a strong reputation in supporting our students with the change from secondary school to sixth form and for challenging them to achieve more than they ever hoped.

We offer a broad range of courses from Entry Level to Level 3 and T Level qualifications across academic, vocational and technical pathways. These are delivered by experienced and well qualified subject specialists who focus on providing a quality learning experience. Alongside our teaching departments, students are well supported, and sometimes challenged, by our Head of Student Experience and pastoral teams. Their job is to monitor a student's whole progress and attendance, helping them to set and achieve ambitious goals for the future.

Our results are good with many of our courses in the top 10% nationally for both achievement and value added, some are number 1. We are delighted that our strengths have been recognised by OfSTED who visited us in March 2025 and graded the college as Good.

Regards,
James Bagley



1. Background

Gateway College was opened in 1928 as a boys' grammar/technical school and became a Sixth Form College in 1976 as part of the reorganisation of secondary education in the City of Leicester. Today the College is a mixed open access college hosting 1,400 full time students, mostly aged 16-19, and with an annual turnover of £6.5 million.

The College moved from Leicester city centre to a new 12 acre purpose built site in Hamilton, situated 3 miles to the north east of the city, on the borders of Leicestershire in August 2009. In April 2020 Gateway became one of three founding members of the Better Futures Multi-Academy Trust (BFMAT) in association with Coventry University.



The College delivers a mix of outstanding A-levels, vocational qualifications from entry level to level 3, a GCSE maths and English programme as well as brand new T Level qualifications. Gateway has been awarded a 'Good' grade 2 by Ofsted in March 2025. The College has also been awarded the Gold Mental Health Award for Schools, a Silver Artsmark Award and a Merit for the Eco Schools Green Flag award.

Gateway College is a disability confident committed employer.

Leicester city contains two Sixth Form Colleges, a large GFE and a small number of specialist and school sixth form providers. The large majority of new entrants come to Gateway College from the 11-16 age band schools who serve the local area. Other students transfer from 11-18 age band schools, from schools and colleges situated in the county area and beyond, as well as from Independent Schools. Gateway is the only Sixth Form College serving the north of the city and county.

2. Aims of Gateway College

At Gateway College we pride ourselves on the special care and attention we pay to meeting the needs of each individual student, negotiating a learning programme tailored to meet their needs within an orderly and supportive environment.

We are committed to the maintenance of high standards, to the care of the individual student and to providing every student with the opportunity to do well, succeed and contribute to the wellbeing of others.

We seek to develop in our students respect for other people, their moral values and an understanding of the variety of traditions in a multicultural society.

We are proud of the quality of our environment and provision, and our responsiveness to individual needs. Our staff support this philosophy, and students and visitors to the College frequently comment on the welcoming and friendly atmosphere and the level of support and encouragement they enjoy.



“My teachers were so supportive and encouraged me to try everything. They were always there to help, and nothing was ever a problem. They taught me new techniques and skills and inspired me to be brave.” - Megan

3. The Gateway College Culture

The central tenets of our college culture are mutual respect and success for all:

Students come first: First and foremost, the role of the College is to enable students to achieve their potential, and it is this belief that drives the culture and activity of the College. It is also embedded in the College's recruitment and personnel strategies and is expected that anyone who joins the College will share this philosophy.

All staff employed at the College are team players: Whilst every member of staff has a specific role to fulfil, their ability to do this successfully will depend to a large degree on their ability to:

- co-operate with others,
- lead by example
- support colleagues in whatever way is appropriate
- seek support when this is necessary to enable them to fulfil their role.

The extent to which individuals can work with others is a critical determinant in their appointment to the College.

Gateway College seeks employees who:

- care about the success of students and enjoy working with them
- set high standards for themselves and seek them in others
- are team players, with the ability to be a member of several teams
- enjoy challenges and working in a busy environment
- are totally professional and take pride in their work
- have excellent interpersonal skills and are good communicators
- demonstrate a can-do attitude
- want to work in a student-focussed environment

We only wish to employ people who continuously seek to improve the standards of the education and services we offer and who want to make a difference to the lives of young adults.



4. The Curriculum

Gateway offers a wide variety of courses leading to a range of qualifications and industry placements from entry level to level 3 (vocational, advanced and technical 'T Level' qualifications).

Internal progression to level 3 is offered by a full range of options at entry level and levels 1 and 2. A large proportion of our students undertake GCSE resits in English and or maths whilst they are with us to support their progression. We also offer Project Search for students who seek 'on the job' experiences that may lead to employment.

**All A Level results are above the national average across all subjects
(2025 results)**

**Gateway achieved higher grades, a greater progression from level 2 to level 3 and saw more students off to university and higher apprenticeships
(2025 results)**

**Results for English GCSE and Maths GCSE are in the top 10%
of the country nationally (2025 results)**



The College also caters for students with learning difficulties and disabilities (LLDD) and provides a specialist centre for physical care and support. These students are integrated across a full range of courses and are supported by an effective team of Education Care Support Workers (ECSW).

For more information about the curriculum go to the 'Courses' section of the website: www.gateway.ac.uk

5. Pastoral Care

Gateway aims above all to be a caring community in which all students can participate fully and feel that they are valued. Emphasis is placed on self-discipline, motivation and learning. The Schools pastoral system is provided through a team of staff who are dedicated to supporting the development and positive progression of all our learners.

High standards of behaviour, work and commitment are important to us to ensure that our students are well prepared for the world of work or further study. We provide both support and challenge to ensure that our high standards are met.

Gateway prides itself on its partnerships, working with schools, employers and universities. The College is a member of the consortium of Leicester schools and colleges who have established transition arrangements for smooth progression from school to college. There is a common application system in operation across the area that is used to co-ordinate and manage student applications.

Students can also apply directly to the College and are supported throughout the admissions process.



6. The Organisation

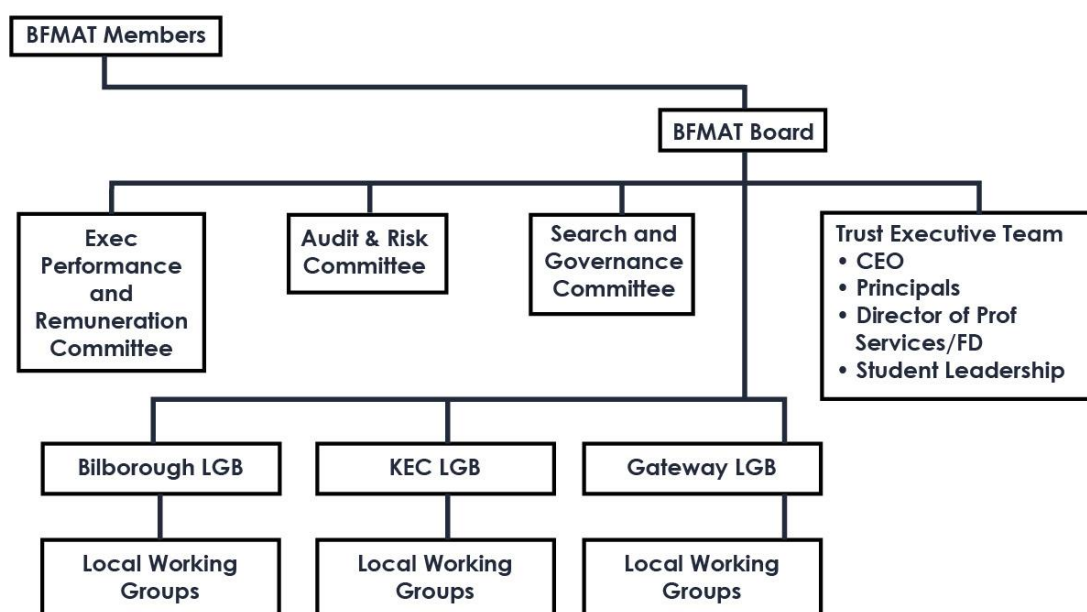
6.1 Governance

Gateway College Corporation was dissolved on 1st April 2020 and its operations were merged into Better Futures Multi Academy Trust (BFMAT). Gateway converted into a 16-19 Academy and became part of BFMAT.

This paper sets out the Governance arrangements that are in place after merger with particular reference to the creation of a Local Governing Body.

1. BFMAT (a company limited by guarantee) Governance Structure Overview

The Better Futures MAT governance is structured as follows:



Members of the Trust: do not have a legal responsibility for the Trust's operation but oversee its operation and monitor its performance.

The Trust Board of Directors: has overarching responsibility for the operation and management of the Trust.

Local Governing Bodies and Committees: to assist the Trust's operation, the Trust Board delegates powers and functions to the LGBs and other committees. Such delegation is on a case by case basis, and powers and functions may be withdrawn or varied on notice by the Trust Board.

6. The Organisation

6.2 Leadership and Management



The College's Executive Team is led by the Principal and supported by the Deputy Principal and three Assistant Principals.

The College's curriculum is currently organised into five departments with each area led by a Head of Department (HoD) supported by

Pastoral care is managed by the Head of the Student Experience Team (SET), supported by Pastoral Leads and Pastoral Mentors.

Corporate Services support the curriculum and are provided by specialist teams such as Finance, MIS, IT Services and Student Services.



The College staffing comprises in excess of 120 individuals split between Teaching and Corporate Services.

7. Quality

Gateway College strives to embed a culture of continuous improvement for students and staff alike.

The College was awarded a 'Good' grade 2 by Ofsted in March 2025 following a significant restructure and improvements made after a challenging inspection in 2016.

We have seen an increase in our pass rates and high grades across our A-level and Level 3 provision alongside an increase in our achievement rates, showing that not only are more students successfully completing their qualifications, they are also achieving better grades in the process.

The basis of the College's quality system has been reinforced as a process of review at all stages in the learning process and planning cycle. A systematic approach has been adopted to the collection of evidence on which to base judgements about performance throughout the organisation. Internal and external benchmarking has been applied in all of the curriculum areas. Challenging but attainable target setting, action planning, training and development, and monitoring are consequential activities that support and underpin improvement.

Students are encouraged to play a role in the review process, and their views help to formulate the College's plans for improvement. The learner voice is important to us and various strategies are used to hear and respond to student feedback.

We are proud to be a part of our local community, inspiring young people to achieve their very best.



8. Accommodation

The building is based upon a 'street and pod' design. Students are taught in a variety of classrooms comprising IT suites, laboratories, specialist workshops and standard classrooms.

The range of facilities include a conference space, a four court sports hall, a fitness suite, a football pitch, a multi-use games area, podcast recording room, green screen studio and specialist facilities for SLDD students. A large learning resource centre (LRC) provides opportunity for students to enhance their studies. An independent learning centre fully equipped with computers and printing facilities is available for students during their study periods.

The latest technology is available including modern ICT, laboratory and workshop facilities and building management systems.

With the introduction of new courses, we have expanded our facilities to accommodate a T Level Health suite, Digital Hub, Fashion and Textiles workroom and an Early Years Nursery.

The campus also boasts impressive sustainability features including biomass heating, photovoltaic cells, rainwater harvesting, natural ventilation systems and sustainable lighting facilities. EV charging points are available for staff and visitor use in the East car park.



If you would like further details about the College please contact:
Gail Booth, People Operations Manager
Phone: 0116 274 4500
E-mail: gbooth@gateway.ac.uk

9. Job Advert

TEACHER OF ICT (Ref: 26/04) 0.6 FTE, PERMANENT

Gateway Sixth Form College is a vibrant, forward thinking and aspiring outstanding sixth form provider, catering for around 1300 students in the East Leicestershire area. In April 2020, Gateway joined the Better Futures Multi Academy Trust (BFMAT). In September 2022, Gateway launched an exciting range of T Level courses, to further supplement their diverse and inclusive range of A Level and General Applied courses.

Gateway has high ambitions and strives towards continued excellence across all areas of the organisation. ICT remains one of the most popular subjects for learners at Gateway where in addition to our academic and achievement focus, we are also keen to offer students enrichment opportunities such as guest speakers and overseas trips. Gateway College benefits from brand new classroom workspaces and ICT facilities, as well as fantastic professional development opportunities for both newly qualified, and experienced teachers.

We are seeking to appoint an enthusiastic, hard-working, highly skilled and passionate teacher in our friendly and high-achieving ICT department. For this post you will have the ability to teach ICT and Computing on a range of Level 2 and 3 courses. We are seeking someone with experience of teaching courses such as OCR Cambridge Technicals in IT Levels 2 and 3 and the Digital Support Services T-Level. The ICT faculty are looking to offer Computer Science courses in the future, so experience in this area would also be most welcome.

For this exciting and professionally challenging role, applicants should have a teaching qualification and relevant industry experience would be an advantage. The position is suitable for both experienced teachers and NQT's.

Closing date: 17th April 2026 (12 noon)
Interview date: 24th April 2026

The start date for this post is 17th August 2026.

Employment is under the Sixth Form Colleges contract, 195 days (1265 hours) with the SFCA pay spine (£33,465 - £51,714 FTE) dependent on qualifications and experience.

Further details and an application pack can be found at [Teaching and education jobs in LE5 1GA | Tes](#) or by contacting peopleoperations@gateway.ac.uk.

10. Job Description

Duties and Responsibilities:

The generalised duties and responsibilities laid down in the Teachers Statement of Conditions of Employment apply to all staff. These should be read in conjunction with this outline job description.

1. To undertake the teaching and support of students working on all I.T. courses up to level three, or any other programmes using a variety of teaching methods and learning styles.
2. To participate under the direction of the Head of Department (HOD) in the development of appropriate specifications, schemes of work, supported self study material and the use of information technology.
3. To participate as a member of a team in the organisation of course material, resources and stock maintenance and the general management of subject areas.
4. To ensure that in the teaching room assigned to the teacher, displays are regularly updated and that the room is generally kept in good order, with any problems reported using the normal College procedure.
5. To take part, where appropriate, in the College personal guidance programme and recreational activities.
6. To participate in appropriate meetings with colleagues, Learner Performance Tutors and parents.
7. To set appropriate work/homework for students.
8. To maintain detailed records of each student's attendance and progress.
9. To discuss with students regularly their progress and to refer, as appropriate, students to the Curriculum Leader, HOD or Learner Performance Tutors.
10. To provide students with tutorial opportunities for individual/small group discussion as required within the College's published time budget.
11. To participate in appropriate CPD.
12. To undertake such other duties relevant to and connected with the teaching and running of the College as the Principal may reasonably require, which may include the teaching, or a contribution to the teaching of, other subjects or teaching elsewhere.
13. To negotiate an appropriate range of courses for each student during the induction period and monitor and adapt this provision whenever necessary in consultation with other staff and the student.
14. To liaise with subject teachers and other colleagues as necessary.
15. To liaise closely with the HOD and/or CL and refer students as appropriate.
16. To liaise with parents/guardians/external agencies as appropriate.
17. To monitor and develop each student's profile and to prepare initial drafts of references and reports as required.
18. To provide information and data as and when required.
19. To attend parents' evenings and discuss students' progress.
20. To participate in appropriate meetings with colleagues in addition to those specified in the College calendar.
21. To undertake other reasonable duties as required by the Principal.

ESSENTIAL	Method of Assessment	Shortlisting Column
Graduate with a Computer Science degree 2.1 or higher, an equivalent degree may also be considered, PGCE/ recognised teaching qualification.	A	
Experience of teaching the subject in any of these levels, including OCR Cambridge Technicals ICT and T Level Digital Business Services/Digital Support Services	A	
Experience of teaching level 2 and 3 I.T courses.		
Experience of post-16 teaching.	A	
Ability to work as a member of a team.	I	
Organisational skills and the ability to develop new resources as a member of a team.	I	
Awareness of the needs of students in the post-16 education sector.	I	
Professional competency and ability to teach post-16 using a broad range of teaching and learning styles.	I	
Skilled in using IT within subject area, including IT applications.	A/I	
Willingness to contribute to the extra-curricular life of the College.	I	
Awareness of recent educational developments in the post-16 sector.	I	
Recognition and support for the Gateway College educational philosophy of individual support, personal choice and positive achievement.	I	
A sense of humour, patience, resilience and energy at all times.	I	
Experience of teaching and assessing vocational and coursework based ICT courses; teaching and assessing level 3 Networking and Programming based modules/units;	A/I	

DESIRABLE	Method of Assessment	Shortlisting Column
Extra academic qualification, including the ability to offer a second teaching discipline. Ability or experience of teaching Level 4 courses	A	
Experience of College's present specifications and a willingness to contribute to other courses, including adult provision.	I	
Successfully taught a wide range of student abilities and experience of curriculum development.	A	
Evidence of team player activities.	I	
Evidence of curriculum resource development.	I	
Experience of 16-19 role of pastoral tutor.	I	
Experience and/or willingness/ability to offer courses for adults, including 'full cost' courses for local business/industry.	I	
Recognition of quality standards and procedures in teaching and learning.	I	
The willingness to develop IT skills still further.	I	
Ability to offer an 'additional study' or recreational activity.	I	
Knowledge of inclusive learning, widening participation and lifelong learning philosophies.	I	
A commitment to all students and a clear understanding of all equal opportunities.	I	

A = Application form

I = Interview

Notes:

The above responsibilities are subject to the general duties and responsibilities contained in the statement of conditions of employment and our equal opportunities policy.

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.

This job description is not necessarily a comprehensive definition of the post and is subject to review following consultation.

This post is subject to enhanced disclosure from the Disclosure and Barring Service (DBS).

Gateway College is subject to the Safeguarding Vulnerable Groups Act 2006 which requires that any candidate appointed must produce:

- **A DBS clearance certificate**
- **Proof of identity**
- **Proof of qualifications**
- **Proof of the right to work in the UK.**

All of these documents must be produced BEFORE commencement of employment.



Gateway Sixth Form College

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