

Job Description

Job Title: Tutor (English)

Location: Hewett Academy

Job title	Tutor (English)
Salary Scale	UNQ / MPS
Hours of Work	Casual / Zero Hours
Responsible to	Assistant Principal
Location	Hewett Academy

Main purpose of the role

- To monitor and support overall progress and development of students as a tutor and therefore contribute to raising standards of student attainment
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential
- To share and support the School responsibility to provide and monitor opportunities for personal and academic growth

Organisational relationships

- Responsible to Assistant Principal

Principal accountabilities and responsibilities

Overall	<ul style="list-style-type: none"> • To support students according to their educational needs • Meet students and go over their assignments in the applicable subject area • Discuss with students specific topics or subject areas that warrant further exploration • Review recent homework assignment and test scores, and work through problems or questions that the student did not understand fully • Employ proven study aides to prepare for upcoming tests and quizzes • To contribute to reports, references and assessments of students as required • To undertake designated programme of teaching where necessary • To ensure a high quality learning experience for students which meets internal and external quality standards • To prepare and update subject materials • To maintain discipline in accordance with the School procedures to encourage attendance, punctuality, good behaviour and good standards of work and homework • To work as a member of a team • To engage actively in the Performance Management process • To promote the general progress and well-being of students • To alert staff to problems experienced by students • To support the ethos, aims and mission statement of the School and encourage others to follow this example • To promote actively the School corporate policies • To comply with the School health and safety policy and practice
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Employee commitments

All employees will commit to the following key areas:

- [The vision, values and key principles of the Trust](#)
- [Equality, Diversity and Inclusion](#)
- In any way possible, in accordance with the role, support students to achieve their potential
- In any way possible, in accordance with the role, improve standards of education
- [Support the inclusion agenda](#)

Performance Management

Participating in the Trust's arrangements for performance management, professional development and the Trust's arrangements for quality assurance and internal verification.

Context

All staff are part of the whole Trust team. Each individual is required to support the values and ethos of the Trust and Trust priorities as defined in the Trust Improvement Plan. This will mean focusing on the needs of colleagues, parents and students and being flexible in a demanding environment.

Miscellaneous

To undertake any further tasks which could be reasonably expected by the Trust. The Data Protection Act 2018 renders an individual liable for prosecution in the event of an unauthorised disclosure of information. The post is one that carries responsibility for the wellbeing and welfare of children and the post holder should be aware of this and the need to act accordingly. The Trust will endeavour to make any necessary reasonable adjustments to the job and the work environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

It is a requirement of the post holder to make positive efforts to maintain their personal safety and that of others by taking reasonable care, carrying out requirements of the law and following recognised codes of practice. The post holder is also required to be aware of and comply with policies on health and safety.

This is an Equal Opportunities post and is in accordance with the Trust's Equality and Diversity Policy. This job description can be altered, with the agreement of the post holder and will be reviewed on an annual basis. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust in relation to the post holder's professional responsibilities and duties.

The Inspiration Trust is committed to protecting the welfare of children and young people. Due to the nature of this role, it will be necessary for the appropriate level of DBS (Disclosure and Barring Service) to be undertaken. It is essential you to disclose whether you have any pending charges, convictions, bind-overs or cautions and if so, for which offences. This post will be exempt from the provisions of Section 4, (2), of the Rehabilitation of Offenders 1974 (exemptions) (Amendments) Order 1986. Therefore, you are not entitled to withhold information about convictions which for other purposes are “spent” under the provisions of the Act.

Person Specification	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> English Qualification equivalent to Degree level 	<ul style="list-style-type: none"> Qualified Teacher Status Evidence of continuous INSET and commitment to further professional development
Experience	<ul style="list-style-type: none"> Experience of teaching in a secondary Academy 	<ul style="list-style-type: none"> Experience of teaching across the whole Secondary age range Experience of working in partnership with parents
Skills, Knowledge	<ul style="list-style-type: none"> Theory and practice of providing effectively for the individual needs of all students The monitoring, assessment, recording and reporting of pupils' progress The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEND and Child Protection The positive links necessary within the Academy and with all its stakeholders Effective teaching and learning styles 	<ul style="list-style-type: none"> The preparation and administration of statutory National Curriculum tests The links between Academies, especially partner Academies
Professional skills and attributes	<ul style="list-style-type: none"> Ability to promote the Academy's aims positively, and use effective strategies to monitor motivation and morale Able to develop good personal relationships within a team Able to establish and develop close relationships with parents, governors and the community Ability to work in an organised manner, committed to the task in hand Ability to communicate effectively (both orally and in writing) and be approachable to a variety of audiences Able to be resourceful, enthusiastic and patient Able to create a happy, challenging and effective learning environment 	<ul style="list-style-type: none"> Ability to develop strategies for creating community links

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Signature

Date

Name