

College teacher Information Pack





Welcome

We're delighted you're considering the role of teacher at Treloar's. We are looking for someone who is dedicated and passionate about making a real difference to our students lives. The college is a fantastic place to work with a brilliant team of dedicated and inspirational staff. At Treloar's we aim to support our staff and offer wide variety of professional development opportunities.

We are looking for someone who feels that can work with our learners to achieve their goals and enable their successful transition into the world beyond college. Please get in touch if you'd like an informal chat about the college or to come and visit our campus. Thank you for taking the time to learn more about what we do and I look forward to hearing from you.

Ben Bastin

Head of College

About this pack

We've set out some information to help you understand what working at Treloar's is like, and why you will play such an important role in supporting our students.

This information can help you in completing your application and preparing for your interview.

We've split the information into sections, please have a read through before your interview, and do let us know if you have any questions. Details of how to get in touch are on the last page.





About Treloar's

Treloar's is a charity that provides outstanding education, therapy and care to physically disabled young people, and empowers them to live more independent and fulfilling lives.

We support around 180 children and young people, aged 4 to 25 years, who come from across the country to attend our school and college. All of our students are physically disabled, many with complex clinical needs and a sensory impairment. We provide a fully inclusive, supportive environment where young people can learn whilst having therapy and care integrated into their tailored programme.

Mainstream settings and most specialist schools and colleges aren't able to support the complex clinical needs of our students. Therefore, for most, we are one of the very few places, if not the only place in the country where they can access education and achieve outstanding outcomes.

We have 6 residential houses on our site, providing placements for students from age 11 upwards. Our residential provision offers huge opportunities to develop independent living skills and enjoy a social life beyond the school and college day. This, in turn, enables our students to experience greater independence and develop confidence working alongside trained support staff and engaging with their peers.

Uniquely, we are rated as "Outstanding" across the board with 4 regulators. This includes Ofsted who, in three separate inspections, have graded us "Outstanding" for our school education, college education and social care provision. Additionally, the Care Quality Commission have rated our college residential and clinical services as "Outstanding".

We also offer a range of services, beyond the Campus, to the wider disabled community including residential flats for physically disabled young adults and specialist training for those who support them. Additionally, we hire out our campus facilities to local sports and activity groups and to other disability charities for residential stays during the holidays.





About the College

Every young person should have the opportunity to have an education to enable them to achieve their potential and to work towards their future plans. At Treloar College we support disabled young people with their preparation towards adulthood. We work with our students to develop their skills towards their future, living, employment and leisure opportunities. Treloar's was established over 100 years ago by the Lord Mayor of the City of London, a link which continues to this day. Over our long history we have developed a centre of expertise which specialises in complex physical disabilities, often combined with learning, communication and sensory difficulties. We strive to provide the highest standard of care and support for the students in our care.

Our students join us with a wide range of physical disabilities from across the UK and abroad. Treloar's embraces young people from all faith backgrounds, including those of no particular faith. A large emphasis is placed on inclusivity and celebrating diversity within the student body. We cater for the diet, religious and cultural beliefs of each student and are proud to be holders of the Investors in People Gold Award.

We are one of the leading colleges in the country and have received ratings of 'Outstanding' in all areas by both OFSTED and The Care Quality Commission in their most recent inspections.

We prepare students for the many challenges of adult life by concentrating on the whole person. We create unique plans for young people of all abilities and ambitions – from independent living and personal development to learning skills for life and gaining qualifications. We work in partnership with the students, assisting them to identify goals and targets and to work towards these. The team consists of staff from education, transition, residential, therapy and other specialities.

Students participate in and enjoy a full range of sports, social and enrichment activities, many of which they may not have had full access to in the past.





About the role

We are looking to recruit a teacher for the college to support our learners working at Entry Level 2/3 and above. You will be delivering to students who aspire to be more independent in their future lives and want to progress towards work based outcomes. Our curriculum is tailored to meet the needs of the individual and embeds our multi disciplinary team working throughout.

We welcome applicants with diverse skills sets and a variety of experiences in education to join our team. If you are a dynamic, excellent teacher with a passion for teaching we want to hear from you. If you are committed to supporting disabled learners and want to learn and grow with us then we want to hear from you. We'd also love to hear from you if you have an additional passion that you can share with our students.

We strive to support all our staff both personally and professionally. We offer a huge amount of training and look to work with prospective employees to make sure their new role works for them as well as the college.

Treloar College is a leading Centre for physically disabled young people and the College aims to enable all our learners to achieve their long-term goals. We provide highly personalised and bespoke learning, therapy and care to our 90 students, supporting their transition into adulthood, giving them the confidence and skills to achieve their full potential whilst promoting independence. We are also committed to ensuring each staff member has the opportunity to learn and grow during their career with us through bespoke professional development opportunities.

The successful candidate will:

- be a passionate and skilled teacher
- have excellent communication skills
- have the ability to support students across a range of ability levels
- committed to ensuring students reach their full potential
- innovative and creative with ability to think outside the box
- hold QTS or relevant professional qualification (we will consider newly qualified teachers).





Our vision

A world where physically disabled young people take control of their lives and achieve their aspirations.

Our mission

To enable physically disabled young people to achieve their aspirations by:

- Providing personalised learning, therapy and care
- Supporting transition into adulthood
- Promoting independence and inclusion

Our values

We strive for excellence:

Physically disabled young people and their families deserve outstanding care and support. We work to make sure all our services are excellent and actively challenge each other to ensure continuous quality improvement.

We continually innovate to ensure that our beneficiaries receive the cutting-edge, excellent support they deserve.

We are inclusive:

Everyone - regardless of physical ability, where they live or their means - should have the opportunity to take part in life. We treat our beneficiaries with the same dignity as their non-disabled peers and work to remove barriers in their way.

Our students and beneficiaries are always at the centre of everything we do. Before we make decisions, we ask, "How will our students and beneficiaries benefit from this?"

We act with integrity and respect:

Physically disabled young people should be free to direct their own lives. We listen to young people's views and support them to make age-appropriate choices about their daily life and informed choices about their future.

We celebrate and promote diversity, value and support each other, and treat everyone with mutual respect. We support a culture of openness, honesty and transparency, where the safeguarding of our students and wellbeing of our staff is paramount.

We strive for excellence



We always try our best

We are inclusive



We help everyone join in

We act with integrity and respect



We are friendly and kind



What support does Treloar's provide?

Each of the students is a unique individual with their own ambitions, aims and dreams for their future.

The students at Treloar's are here because they live with complex needs and require additional support to reach their goals, access high quality education and become as independent as possible.

They come to Treloar's because we have a highly-adaptive environment, and provide support that mainstream education centers can't, such as on-site health, specialist equipment, physio, occupational and speech and language therapy.

We support students with a wide range of disabilities but many of the students live with cerebral palsy or muscular dystrophy and need significant support, including with their daily movement, personal care and communication. With every student, there will be an element of physical work involved, and as a staff member, you will be required to support with this.

Many of the young people at Treloar's also require support throughout the day and night--with over half our students staying in our on-site residential houses.

Regardless of their need, we believe passionately in supporting students to express themselves, communicate with others and make choices and decisions about their lives and care.

"Things I like about Treloar's is that they help you plan trips and offer activities and awards such as Duke of Edinburgh and boccia. Treloar's has helped me with my independence by letting me cook and doing my own bookings and giving me tools to work on my own in class."
- College Student Council Chair



Additional benefits and support



Benefits

- **Pension Scheme** – The Trust operates a Group Personal Pension Scheme. The employee's contribution is flexible from 3.2% of basic salary up to the maximum allowed by the Inland Revenue. The employer will pay one and a half times the employee's contribution up to a maximum of 7.5% of basic salary. Teachers may join the Teachers Pension Scheme.
- **Independent Financial Advice** – available to those who join the Group Personal Pension Scheme
- **Life Insurance** – free life insurance cover equal to 3x basic salary (excluding those in Teachers Pension Scheme who have life insurance provided as part of their pension arrangements)
- **HSF Health Cash Plan** – HSF health plan covers day to day health costs like dental & optical bills, as well as physiotherapy and chiropractor support. Also included within the plan is HSF Assist which provides unlimited access to a variety of assistance helplines and services such as GP Telephone Advice, Counselling service, legal helpline.
- **HSF Perkbox** – access to a large variety of discounts
- **Occupational Health Service**
- **Discounted Gym Membership** – at nominated gym club premises close to Treloar
- **Critical Illness** – one year's salary as a lump sum payment to those colleagues who have a critical illness recognised by the policy.
- **Generous Holiday**
- **Sabbatical Leave** – after 5 years' service, an employee may apply for a period of unpaid sabbatical leave to a maximum of 4 months. Some of the period must be spent on activities that have relevance to the candidate's work within the Trust.

Training and Development

We are committed to developing and supporting our colleagues throughout their career. Our training package is extensive. You will have multiple paid training opportunities during your time here and if you are interested in expanding your career, we are committed to career progression, with many progress pathways open to you.



Job description: College Teacher



Accountable to: Head of College

Job Purpose:

- To organise, teach and facilitate learning programmes in the College.

Main Purpose of Job/Key Tasks:

1. To meet Treloar's strategic priorities and departmental objectives.
2. To devise students learning programmes and to guide them through the learning process, action planning, ILP completion and annual reviews.
3. To facilitate learning and undertake assessment for a range of programmes, taking full responsibility for the success of own students.
4. To support the personal teacher and if required attend the MDT meetings, ensuring that the curriculum is appropriate for each student, with challenging targets being set and achievement monitored, taking corrective action as necessary.
5. To contribute to both curriculum development, and staff development activities.
6. To work with the other teachers and colleagues to create and share learning materials.
7. To ensure students work towards the development of their Functional Skills (English, maths and ICT)
8. To ensure that employability and employer engagement activities are embedded into the programmes.
9. To support the Progress and Transition Team to ensure that appropriate work experience is undertaken by the students.
10. To provide outstanding innovative teaching and learning experiences, developing a personalised and holistic learning approach.
11. To ensure attendance of students is recorded.
12. To participate in course team meetings.
13. To evaluate the quality of provision within the programme area, and ensure full compliance with all quality mechanisms.
14. To conduct internal verification duties where applicable.
15. To effectively deploy a team of Student Support Assistants (SSAs) within the classroom setting.
16. To liaise with the other teaching and MDT staff to provide effective teaching and learning for the group
17. To support and monitor the delivery of learning sessions by the therapy team.
18. Willingness to participate in appropriate external activities as required.

Job description: College Teacher



Other duties

1. To support the Trust in safeguarding and protecting the welfare of all students.
2. To comply with policies and procedures relating to safeguarding, health and safety, equality and diversity, confidentiality and data protection, reporting concerns to an appropriate person.
3. To maintain and develop own professional knowledge and awareness.
4. To undertake any other such duties or general tasks and hours of work as may reasonably be required and any other responsibilities, which may, from time to time, be delegated by your manager.
5. A job description is not a rigid or inflexible document but acts to provide guidelines to duties expected while in post.
6. This job description will be reviewed and amended in light of changing professional demands.





PERSON SPECIFICATION – College Tutor

MINIMUM CRITERIA	DESIRABLE CRITERIA
<p>Qualifications</p> <ol style="list-style-type: none"> 1. Qualified teacher or working towards a teaching qualification 2. Good general education to GCSE level, including English and Math's at Grade C or above or a commitment to achieve 3. Level 3 or above vocationally relevant or professional qualification 4. SEN qualification or commitment to achieve 	<ul style="list-style-type: none"> • Risk Assessment Qualification • Health and Safety Qualification • Assessor and verifier qualifications
<p>Knowledge and Experience</p> <ol style="list-style-type: none"> 1. Experience of working with students with physical, learning and communication difficulties 2. Experience of teaching and delivery of learning to a range of students with learning and physical disabilities. 3. Able to direct and manage SSA staff effectively 	
<p>Skills and Abilities</p> <ol style="list-style-type: none"> 1. Ability to respond positively to change. 2. Willingness to contribute to curriculum development/review 3. Ability to reflect upon and evaluate own performance 4. IT literate 5. Proficient and confident in both literacy and numeracy 	
<p>Personal Qualities</p> <ol style="list-style-type: none"> 1. A commitment to promoting and safeguarding the welfare of students 2. Ability to work as a member of a multi-disciplinary team 3. Good listener 4. Commitment to enabling students to recognise and celebrate achievement 5. Operates effectively within a climate of change 6. Meets deadlines and works well under pressure 7. Positive, optimistic, courteous and professional 	<ul style="list-style-type: none"> • Willingness to share expertise
<p>Physical Requirements</p> <ul style="list-style-type: none"> • Able to cope with the physical demands of the job 	
<p>TRELOAR TRUST IS COMMITTED TO SAFEGUARDING CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS</p> <p>All successful candidates will be subject to a Disclosure and Barring Service Check along with other relevant employment checks</p>	

How to apply

To apply, please visit our website and complete the application form on-line.

Closing date: Friday 4 April at 12 pm.

Alternatively an application form can be downloaded and returned to hr@treloar.org.uk

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested in the position, please submit your application as early as possible.

If you'd like to visit or have an informal conversation with the Head please contact ben.bastin@treloar.org.uk

Treloar Trust is committed to safeguarding children, young people and vulnerable adults.

All successful candidates will be subject to an enhanced DBS check along with other relevant employment checks.

We look forward to hearing from you and thank you for your time.