

Role Profile

ROLE TITLE: Teacher of Pathways

REPORTS TO: Lee Morgan	Grade: QTS 1 – 6 (or UTS1 – 6)
DIRECTORATE: Education	NO OF DIRECT REPORTS: 0
DBS REQUIRED: Yes	LEVEL OF DBS: Enhanced & Barred
QUALIFICATIONS REQUIRED: <ul style="list-style-type: none"> Teaching qualification DET equivalent or willingness to work towards or above IQA/Assessor qualification Desirable Maths and English at Level 2/GCSE or above Experience working with learners with SEMH needs 	

PRIMARY PURPOSE OF THE ROLE:

Deliver high quality teaching and learning within the employability, work skills, and social skills sector to a wide range of learners including Study Programme and 14-16 year olds.

KEY RESPONSIBILITIES:

- Design, plan and deliver the curriculum in the technical area of expertise in line with the Education Inspection Framework (EIF), awarding body standards, funding guidance and Nacro curriculum guidance and quality standards.
- Utilise initial and diagnostic assessments to set programmes and regularly assess and measure progress from starting points and attainment of skills and qualifications through ILPs.
- Evaluate and assess (formative and summative) the work of learners in relation to the curriculum criteria and provide timely constructive and helpful learner feedback so that learners develop the skills, knowledge and behaviours to progress to their next steps.
- Develop appropriate learning resources, facilities and environment to support high quality teaching and learning, prepare learners for the world of work/further study, and contribute to wider good practice in team/directorate
- Identify and support work placements for learners in industry specialism using guidance, and ensure learning is recorded and reflected in work placement journals and ILPs.
- Actively engage with and support learners in decisions that affect their learning and outcomes and as part of wider planned learner voice activity.
- Prepare and enter learners for assessments and exams in a timely way including attending IV and standardisation meetings.
- Take an active part in the recruitment of learners providing appropriate advice and guidance, contributing to marketing activities such as attending open events and school liaison activities.
- Work with English and maths teachers to better enhance English and maths in your vocational lesson planning and delivery and reflect the importance of these subjects in your vocational area.

PROFESSIONAL & TECHNICAL EXPERTISE

- Regularly review and monitor the attendance and progress of learners and follow up as required to ensure learners achieve their targets. Promote attendance using Nacro's Attendance Strategy to meet target KPIs overall and for specific learner and/or lessons.

- Embed other aspects of the curriculum into the technical area such as careers education, English, maths and safeguarding.
- Contribute to the preparation of any quality improvement reviews and plans (QIR/QIP) and Self-Assessment Reports (SAR) where appropriate in accordance with Nacro’s organisational guidelines, awarding body standards, and relevant inspection frameworks – Ofsted
- Work collaboratively with schools, employers and partners as required. This includes maintaining professional relationships and appropriate confidentiality of information.
- Consistently apply behaviour policy and promote positive behaviours of learners as well as taking appropriate disciplinary action where required and escalating concerns to management.
- Ensure individual technical expertise, industry trends and subject area knowledge is up to date through understanding local industries, labour market, and including sharing good practice, engaging with training and acquiring / maintaining any individual qualifications required of the role.
- Contribute to internal quality assurance activities including internally verifying and assessing colleague’s work (where applicable).

ORGANISATIONAL PERFORMANCE AND COMPLIANCE

- Reflect the vision, mission aims and values of Nacro
- Adhere to and actively promote Nacro’s Safeguarding and welfare of learners, and procedures at all times and comply with legislation, statutory duties and Nacro reporting and escalation protocols, including the Incident Management System
- Adhere to and promote Nacro’s Health and Safety policies and undertake required health & safety actions and checks, taking any necessary remedial action, reporting or escalation
- Adhere to and promote GDPR and data security policy and procedures at all times and comply with legislation, statutory duties and Nacro reporting and escalation protocols
- Understand, work with Nacro shared services and corporate centre where required
- Actively contribute towards meeting team performance targets and revision of processes and systems in respect of the service
- Understand, work within and manage curriculum budgets where required.
- Maintain up to date records via relevant and appropriate systems within specified timeframes and produce reports as required
- Positively promote and represent Nacro at all times, building strong relationships with colleagues to work as part of an integrated team focused on meeting the needs of learners
- Promote and actively participate in ensuring learner voice is a central feature of education and skills directorate and Nacro
- Act in line with, promote and carry out all responsibilities with full regard to Nacro’s Equality and Diversity Policy

In addition to the above, undertake other activities commensurate with the nature of the post including taking on a concurrent responsibility that supports delivery across one or more teams.

Line Manager/Head of Dept::	
HR Business Partner:	
Date:	
Profile review date:	