



JOB DESCRIPTION: TUTOR

Our Aim

Liberty Training is an organisation devoted to improving the lives of society's most vulnerable and needy individuals, supporting them to achieve the most in their lives. With our combined knowledge and experience Liberty Training deliver an optimum service to help young people achieve their full potential and make a positive impact on society through our nurturing and supportive Specialist Post-16 College and our soon to be established high school, Liberty High.

Your Role

The role of Tutor is to deliver employability and life skills and to assist the training team to provide support for learners in preparation for entering the workplace. You will have an active role in assisting learners on training courses to help them progress into education, employment, training or volunteering. You will be responsible for teaching employability, functional and life skills, often to challenging and disengaged young people who may have learning difficulties.

As a Tutor you will support the team in ensuring the courses are run effectively and the service provided reflects the ethos of the company. You will support the team in ensuring directives and policies are reflected and implemented in everyday practice. You will be accountable to the Programme Manager.

Requirements

Full time Tutors are required to be available for work for up to 195 days per year, Monday to Friday 8:30am – 4:30pm. Part-time Tutors are required to work a proportion of the 195 days appropriate to their contract. The hours of work you will be expected to work will be specified by the Head of College. You are entitled to a 30-minute unpaid lunch break per day.

You must have an outgoing, friendly and confident personality with a positive attitude and a passion for helping others. Our Tutors are motivational speakers, inspirers, and energisers who broaden horizons and break down barriers to progression. We have a holistic approach to training young people, helping them wherever possible with the challenges that life may throw at them, and to join our team, you would need the same outlook.

We are offering brand new courses to young people, and any applicant should have ideas for fun engaging activities. We are looking for someone with innovative ideas that steer away from traditional teaching methods. At Liberty, we have a client centred approach and are looking for someone with the same philosophy.

We are a small team, with an 'all hands on deck' approach, so when you are not teaching, you may be asked to assist the team in other areas.

Disclosure and Barring Service (DBS) Checks

The Disclosure and Barring Service (DBS- formerly CRB) helps employers make safer recruitment decisions. A number of roles, especially those involving children or vulnerable adults, are subject to a criminal record check. All job offers are subject to successful DBS checks, an individual not being listed on the POVA register and are subject to a final offer of employment being made by Liberty.



Responsibilities

General

- To fully understand the aims, objectives and ethos of Liberty and to reflect these in your daily working life
- To adhere to Liberty's policies and procedures
- To act in a professional yet approachable manner at all times
- To attend regular meetings and supervisions to help your own professional development
- To attend training as required
- Any other tasks as required or requested by your Line Manager

Working with learners

- To assess, plan and deliver employability skills with embedded English and maths to all learners on an individual or group basis according to learners learning needs and requirements
- To deliver employability and life skills to mixed ability, mixed level groups according to the standards of the awarding body with the assistance of the teaching assistants
- To design and deliver engaging sessions, including activities and projects, incorporating life skills, PSHE, personal development and employability skills in order to provide a holistic service which prepares our learners for the world beyond education
- To assess, plan and deliver weekly workshops in a vocational subject to groups of learners
- To design and deliver engaging sessions, including activities and projects
- To work as part of the training team to develop high quality training programmes
- To be part of ongoing assessment of learners learning needs and to make adjustments as required minimising barriers to learning and achievement (working to Education and Health Care Plans)
- To accompany groups of young people on days out and activities, and participate in activities
- To develop a professional 'mentor' relationship with learners, always keeping appropriate and transparent boundaries
- To encourage growth and self-confidence by working with learners to develop employability and functional skills which are embedded within the curriculum
- To ensure learners are following health and safety and behavioural guidelines
- To deal with challenging or inappropriate behaviour in a professional manner according to company guidelines and disciplinary procedures
- To lead by example as a good role model at all times, adhering to safeguarding and health and safety policies

Working with other organisations

- To promote the company and training service to other companies through email, telephone and face to face contact, including attending promotional events
- To maintain excellent working relationships with other agencies and employers to encourage good multiagency working

Administration and clerical

- To keep thorough, confidential and up to date client records for the purpose of effective and efficient client working, using cloud-based databases and Microsoft Office programmes
- To ensure all documentation is completed accurately and to a high standard and in accordance with guidelines set by the training contract and awarding body
- To maintain and update all manual and computerised training records



PERSONAL SPECIFICATION: TUTOR

Skills and qualities	Essential	Desirable
Excellent communication skills and interpersonal skills	✓	
Excellent written skills	✓	
Excellent IT skills including Microsoft Office packages	✓	
Ability to work on own initiative and demonstrate the ability to organise own workload and set priorities	✓	
Ability to work accurately and to targets and deadlines	✓	
Excellent problem solving and organisational skills	✓	
Ability and willingness to work as part of a team and under instruction of the Managers	✓	
Ability to deal politely and effectively with learners, their families, other professionals and other members of staff	✓	
Flexible and adaptable	✓	
Self-motivated and able to motivate others	✓	
Be empathetic, compassionate, patient and non-judgemental	✓	
Qualifications and experience		
One or more relevant teaching qualifications (e.g. PTLLS or equivalent upwards, assessor award, Cert Ed, PGCE, Literacy and numeracy subject specialism at level 3 upwards), and the willingness to undertake additional training for the role as required	✓	
Educated to G.C.S.E standard, including A-C in maths and English or equivalent, or a level 2 qualification or above in maths and English	✓	
Experience of teaching and assessing	✓	
Experience of working with looked after children/care leavers and an awareness of the additional barriers they face		✓
Experience of working with learners with learning difficulties and/or challenging behaviours	✓	
Understanding and knowledge		
A respectful attitude to differences and an understanding of equality and diversity	✓	
Knowledge and understanding of confidentiality and its importance in this type of work	✓	
Personal Attributes		
Commitment to promoting good practice and adhering to the company ethos	✓	
Passionate about working with young people	✓	
Well-presented and a positive role model	✓	
Positive, 'glass half full' attitude	✓	
Car owner and driver		✓
Willingness to drive a 9-seater minibus		✓
Commitment to personal development through supervision, appraisal and training	✓	

Notes: This job description may be amended at any time in consultation with the postholder.

Director/Line Manager's signature: _____

Print: _____

Date: _____

Postholder's signature: _____



Print:

Date:
