



GREENSHAW
LEARNING TRUST

Recruitment Pack
School Led Tutor

**ALWAYS
LEARNING**

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Dear Candidate,

Thank you for your interest in the role of School led Tutor for the Greenshaw Learning Trust at Blaise High School. School-Led Tutoring is being introduced across GLT secondary schools as part of the National Tutoring Programme in 2021/22.

This programme allows us to create opportunities that in turn will have a positive impact on our students' academic progress.

Tutors will be required to deliver tutoring on a one-to-one tuition basis or to small groups of no more than three students. Tutor sessions will focus on maths, science, humanities, and modern foreign languages and will be scheduled to complement the core curriculum, not to replace it.

Research evidence shows that tutoring has a positive impact on students' academic progress and suggests that students who receive tutoring may make on average, four to five months additional progress, compared to students not receiving tutoring. This programme is intended to help close the education gap which has widened as a result of Covid-19.

We are looking for Tutors who are passionate about improving the life chances of the young people across GLT schools and who want to actively help to close the education gap between disadvantaged and vulnerable students.

A free online training course focusing on best practice tutoring will be offered to appointed Tutors. On successful completion of the course, tutors will receive certification. Please note successful completion of the course is a requirement for this role.

If you would like an opportunity to visit our school, please contact Ms Bristow, PA to the Headteacher on 0117 9030117 or via email bristowj@blaisehighschool.co.uk to arrange a suitable time.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure

I look forward to receiving your application

Katherine Brown

Headteacher

Greenshaw Learning Trust – About us

The Greenshaw Learning Trust (GLT) provides an effective structure for schools to achieve real benefits from school to-school collaboration, and a culture of trust and openness that promotes honest and transparent dialogue and mutual support.

At the heart of the Trust is proven school improvement advice and guidance – with regular meetings with school leaders, input from specialist primary and secondary experts and staff training and development in all our schools.

All schools in the Trust receive expert advice and fast -response support on budget planning and monitoring, payroll, human resources, employment and legal advice, purchasing, capital projects, admissions, policy development and audit. Our catering team provides advice and guidance on meeting the statutory responsibilities for food standards, healthy eating and safety, and helps our schools achieve higher take-up of meals and significant cost savings through quality improvement and the central procurement of food supplies.

Each school's local governing body receives support and advice to ensure that they can contribute effectively to the governance and leadership of their school, including tailored guidance to chairs and clerks and governor training.

The Greenshaw Learning Trust is committed to meeting the needs of every student – our schools offer a wide range of special needs provision and across the Trust we have extensive expertise in behaviour, attendance, family liaison and therapies to support our students and their teachers.

Greenshaw Learning Trust Mission Statement

We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.

We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.

We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.

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Greenshaw Learning Trust Employee Benefits

The Greenshaw Learning Trust recognises that our employees are our most important asset and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- A supportive ethos and concern for the well-being of all colleagues.
- Excellent CPD opportunities and career progression.
- Employer Contributions to Local Government or Teachers Pension Scheme.
- Cycle to work scheme.
- Gym membership scheme.
- Employee Assistance Programme.
- Eye Care Voucher scheme.
- Childcare Voucher Scheme
- Car Benefit Scheme
- My Health discounts

Main responsibilities and duties:

Tutors will be required to deliver tutoring to disadvantaged students on a one-to-one basis or to small groups of no more than three students. Tutor sessions will focus on Maths, Science, Humanities, and Modern Foreign Languages and will be scheduled to complement the core curriculum, not to replace it.

Reporting to: Senior Leadership Team
Salary: Fixed Term Post
(ending in July 2022) BG4 – BG8
Full time equivalent is £18,562 -
£24,491

Actual salary will be pro rata to hours worked

Tutor Hours: Full time and Part time candidates will be considered. The role is Term Time only. Hours will be agreed on appointment

Job Description

School-Led Tutors will:

- Improve the life chances of our young people and help to bridge the education gap by providing quality and effective tutoring sessions to students.
- Link the tutoring session to classroom teaching and the students' specific needs
- Provide high quality and individualised feedback to students to ensure there is sufficient progress
- Regularly assess and monitor the students to ensure they are on track and identify areas of focus
- Ensure resources are clear and support classroom-based learning.
- Utilise strong interpersonal skills to coach, mentor, develop and motivate students

to improve.



Person specification

In their statement of suitability applicants must demonstrate that they have the following:

- A commitment to the school-led Tutor role in addition to school responsibilities
- A track record of achieving excellent outcomes for students
- Two years of teaching practice or two years supporting in a classroom-based role
- Experience of working with SEND and or disadvantaged students
- A willingness to undertake and to successfully complete the online training course which focuses on best practice Tutoring.
- Be an advocate of continued learning and development within the wider school community
- Ability to plan and resource effective interventions to meet objectives and aid the student's development
- Experience of giving effective feedback to students about their work and learning.
- Demonstrate emotional intelligence, empathy and flexibility when dealing with challenge
- Effective communication, both orally in writing.
- Experience and commitment to effective behaviour management, setting the highest standards and expectations.
- The ability to commit to the role and ensure excellence in teaching and learning is achieved during the tutoring sessions
- Maintain and develop the Trusts ethos of diversity, inclusivity and equal opportunity
- Commit to and support the Trusts safeguarding agenda.

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Application Process

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website www.blaisehighschool.co.uk

The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification and also include your preference for the frequency and timing of tutoring you wish to undertake.

The school reserves the right to commence the interview process at a time prior to the closing date so early application is recommended. Please note we do not accept CV's.

Closing date: Midnight on Sunday 2nd January 2022 **Interview date:** week commencing 10th January 2022.

Applications must be received no later than midnight 2 January 2022. We encourage early applications.

1. Shortlisting

Shortlisting will be finalised on WB 4 January 2022. Shortlisted applicants will be invited by email or telephone to attend a formal interview process. Please make sure you have clearly indicated day and evening telephone numbers on which you can be reached. References will be taken up after shortlisting if consent has been provided.

2. Interview Process

The formal interview will be held on the week commencing 10th January 2022. This interview will consist of a panel interview. This interview may be carried out virtually.

3. Taking up post

The successful applicant will take up post as soon as possible
For further information, please contact bristowj@blaisehighschool.co.uk