



THE CONSORTIUM
ACADEMY TRUST

Shaping Positive Futures

Vocational Skills Instructor

We know from experience that things change throughout the lifetime of a role and so this JD isn't a list of everything you will do – this gives our people the chance to play to their strengths.

How you will make an impact...

- Help maintain the ethos of The Consortium Academy Trust by driving our organisational culture forwards and using every opportunity to embed our values.
- Transforming service delivery and user experience through innovative, agile and process light systems and processes.
- Taking responsibility for your own development - that way we can make the biggest impact!
- We are always looking for someone who can contribute to our growth.
- More than anything, we are looking for a team player who puts their heart in to their work. We have some core values that run through everything we do, and we'd love it if they resonate with you too.

About the role...

Teaching and Managing Pupil Learning

- Plan and deliver high-quality, hands-on construction lessons (e.g. carpentry, basic plumbing, brickwork, painting and decorating) tailored to individual learning needs
- To ensure that opportunities to develop English and Maths skills are included in sessions wherever possible and identified in planning and schemes of work.
- Promote safe and responsible use of tools, materials, and equipment in line with industry regulations.
- Set high expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.
- Differentiate instruction to accommodate a wide range of SEN needs, using visual aids, scaffolding techniques, and structured routines

Planning and Setting Expectations/Pupil Achievement

- Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the pupils being taught.
- Set appropriate and demanding expectations for pupils' learning and motivation. Set clear targets for pupils' learning, building on prior attainment.
- Identify pupils who have special educational needs and know where to get help in order to give positive and targeted support. Implement and keep records on Individual Behaviour, Education and Care Plans (IBECs).

Assessment and Evaluation

- To undertake assessment duties as specified by the Assistant Head teacher and Vocational Pathway lead in line with awarding body and Academy requirements.

- Monitor learner progress and provide clear and constructive feedback, both verbal and written, setting challenging but achievable targets to maximise individual learner progress
- Assess how well learning objectives have been achieved and use this assessment for future teaching.

Additional Duties

- Play a leading role in reviewing policy for the teaching of a curriculum area/area of responsibility.
- Contribute to the production of the School Improvement Plan as appropriate.
- Audit or assist with an audit of, existing resources for a curriculum area/area of responsibility and offer advice on and co-ordinate the acquisition of new materials.
- Represent the school in local cluster groups and liaise with secondary schools concerning a curriculum area/area of responsibility
- Liaise with other co-ordinators and senior management within the school on curriculum planning to ensure a balanced and coherent curriculum is delivered.
- Develop links with employers and professional organisations

Relationship with Parents and the Wider community

- Prepare and present informative reports to parents.
- Provide opportunities to develop pupils' understanding by relating their learning to real and work-related examples, recognising that learning takes place outside the school context.
- Liaise with agencies responsible for pupils' welfare.

Manage Own Performance and Development

- To undertake training and professional development to ensure progression in the development of the work within the responsibilities of this job description.
- Share corporate responsibility for the implementation of school policies and practices.
- Set a good example to the pupils they teach in their presentation and their personal conduct.
- Evaluate their own teaching critically and use this to improve their effectiveness.

Managing and Developing Staff and Other Adults

- Establish effective working relationships with professional colleagues including, where applicable, associate staff.
- Taking such part as may be required by the Headteacher in the review, development and management of activities relating to a specific subject(s) area across the school.
- Advise and co-operate with the Headteacher and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment.

Managing Resources

- To oversee workshop and practical work areas maintaining and servicing resources and equipment.
- To ensure that specialist and practical work areas are maintained in a safe and clean condition, free from hazards at all times.
- To undertake appropriate risk assessments in liaison with the Academy Health and Safety Manager.

General duties:

- To be responsible for your own safety and that of others.
- Demonstrate commitment to, and responsibility for, own professional development.
- Demonstrate knowledge and understanding and take account of wider curriculum developments which are relevant to their work.

- To promote and safeguard the welfare of children and young persons in accordance with Safeguarding Children in Education under the provisions of the Education Act 2002 Section 175.

About you...

This is the job for you if you hold the following qualifications, experience, knowledge, skills and values:

Qualifications

Essential

- Practical experience and skills in one or more construction disciplines.
- Further relevant professional development
- Willingness to work towards Assessor and Verifier qualifications
- A first aid qualification or willingness to achieve
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Desirable

- Qualification in Construction Trades or equivalent
- Teaching or training qualification (e.g. Level 3 Award in Education and Training, CertEd, PGCE).
- Child Protection level 1
- Risk and COSHH assessment training

Experience, Knowledge and Skills

Essential

- Successful practical experience in vocational area
- Knowledge of current industry practices
- Knowledge of workshop safety procedures
- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- An ability to inspire, motivate, challenge and support others
- Ability to work collaboratively as part of a team
- A knowledge and commitment to safeguarding and promoting the welfare of children.

Desirable

- Experience of working in a similar role in the training or education setting
- Knowledge of health and safety issues and legislation
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 - Ability to use a range of data to identify strengths and areas for improvement.

Values and Personal Competencies

- Committed to the values and vision of the Trust.
- Committed to equality, diversity and inclusion.
- Resilience and confidence to influence change and digital capabilities to achieve high standards of service delivery.
- Achieving goals through influence.