

Job Description

Job Title: Horticulture Teacher - HMYOI Feltham

Reports to: Vocational Co-ordinator

Location: Feltham HMYOI

Purpose

To teach accredited learning to Young People undertaking Horticulture study programmes at HMYOI Feltham

Main Duties and Responsibilities

To understand and comply with Shaw Trust Safeguarding Policy and related procedures, and to act as appropriate in relation to children and vulnerable groups, regarding matters of safety, protection, and wellbeing.

Shaw Trust is committed to promoting equality of opportunity, valuing diversity, and eliminating discrimination as a core value.

1. To teach a range of courses as directed.
2. To be involved in all processes and Shaw Trust HMYOI Feltham procedures related to the selection, interviewing, admissions, enrolment, induction and tracking of young people.
3. To develop the curriculum in line with national requirements, local community needs, and the needs of employment.
4. To develop young people-centred teaching, learning and assessment strategies, which contribute to increased retention, achievement, and progression.
5. To prepare and monitor appropriate syllabuses, schemes of work, lesson plans, assignments, assessment plans and learning outcomes in line with Shaw Trust HMYOI Feltham and awarding body requirements.
6. To act as a member of appropriate teams and to liaise with colleagues in the design, delivery, and evaluation of all aspects of the course.
7. To provide regular feedback to young people and to give group and individual tutorial support to enable them to achieve maximum benefit from their course or programme.

8. To observe procedures for young people monitoring, discipline, security, and complaints in accordance with the Shaw Trust HMYOI Feltham Charter.
9. To compile and maintain course and young people records.
10. To contribute to the Shaw Trust HMYOI Feltham's annual assessment and review process, including comprehensive review and evaluation of the area of work for which s/he is responsible.
11. To follow all processes relating to qualifications and examinations, including registration and submissions to validating bodies, and liaison with the Shaw Trust HMYOI Feltham Exams Officer, moderators, and external verifiers in accordance with Shaw Trust HMYOI Feltham policy.
12. To support the Employer Engagement Manager in the development of work placement, and work-based learning opportunities for the young people.
13. You will be expected to regularly attend programme, course and team meetings as directed by your Programme Lead.
14. To fully participate in HMP HMYOI Feltham procedures including health & safety, security, and behaviour management
15. Undertake other duties when required

Other Additional Information

This job description will be reviewed annually to ensure that it is an accurate description of the responsibilities and duties of the individual post holder, and that these responsibilities and duties consistently match the needs of the learners and the vision of Shaw Trust HMYOI Feltham.

Other

1. To undertake any further training as identified in the Shaw Trust review procedures.
2. Ensure that safe working practices are followed in respect of COSHH and other Risk Assessment control measures.
3. Employees must comply with the provisions of 'The Health and Safety at Work Act 1974' and must take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts of

omissions whilst at work. Employees are also required to co-operate with their employer to enable them to perform or comply with any statutory provisions. The Trust's efforts to promote a safe and healthy working environment can only succeed with the full co-operation of its employees.

4. To understand, comply with and promote Shaw Trust's safeguarding policy and procedures. It is the responsibility of all employees to make the working environment safe and secure for all. Everyone must adhere to the 5 Rs in relation to possible abuse: Recognition, Response, Reporting, Recording and Referral. The Trust can only ensure its dedication to the protection of vulnerable people with the full cooperation of its employees.
5. The Trust has a Diversity and Inclusion Policy, and it is the responsibility of all staff to comply with this. The key responsibilities for staff under this Policy are set out in the Trust Code of Conduct.
6. To maintain the confidentiality about clients, staff, and other Trust business. The work is of a confidential nature and information gained must not be communicated to other persons except in the recognised course of duty. The post holder must always meet the requirements of the Data Protection Act.
7. To maintain awareness of risk and to take personal responsibility for ensuring that the Trust is not unnecessarily exposed to risk. To report any issues or concerns relating to risk and the effectiveness of the Trust's risk management arrangements.
8. Be aware of, promote and implement Shaw Trust's Risk, Quality, and Information Security Management Systems.
9. To report to line manager, or other appropriate person, in the event of awareness of bad practice.
10. Recycle and manage energy within your environment in line with Shaw Trust's Strategic aim to adopt green approaches and become carbon neutral.

This job description is intended to provide a broad outline of the main duties and responsibilities only. The post holder will need to be flexible in developing the role in conjunction with the line manager. The post holder may be asked to carry out any other delegated duty or task that is in line with their post.

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| <p align="center">Person Specification</p> <p align="center">Job Title:</p> <p align="center">(E=Essential D=Desirable)</p> |
| <p>SKILLS AND CORE COMPETENCIES</p> |
| <p>Technical competency (qualifications and training)</p> <ul style="list-style-type: none"> • Occupationally competent in the Horticulture sector (E) • Possession of a relevant teaching or training qualification (e.g., PTTLS, DTTLs, PGCE) (E) • Possession of A1 Assessor Award (or equivalent) (E) |
| <p>Experience</p> <ul style="list-style-type: none"> • Experience of teaching on and assessing accredited Horticulture vocational qualifications from Entry Level to Level 3 (E) • Evidence of ability to assess effectively and to prepare relevant materials (E) • Experience of working as a member of a team and evidence of the ability to work effectively with colleagues (E) |
| <p>Skills and Attributes</p> <ul style="list-style-type: none"> • An ongoing interest in and knowledge of recent developments in Horticulture vocational qualifications (E) • An awareness of the pastoral and the vocational needs of young people from a variety of backgrounds and the ability to respond to those needs positively and sensitively (E) • An understanding of, and commitment to, equal opportunities policies and practical ideas for their implementation in this post (E) • An understanding of and commitment to the welfare and safety of children, young people and vulnerable adults within a Further Education and Young Offenders Institution context (D) |
| <p>Personal qualities, communicating and relating to others</p> <ul style="list-style-type: none"> • An ongoing interest in and knowledge of recent developments in Horticulture vocational qualifications (E) • An awareness of the pastoral and the vocational needs of young people from a variety of backgrounds and the ability to respond to those needs positively and sensitively (E) • Commitment to an inclusive education (E) |

Safeguarding

- Be able to display an awareness, understanding and commitment to the protection and safeguarding of young people and vulnerable adults **(E)**
- This post requires a Disclosure and Barring Service Check at an Enhanced level **(E)**

Other

- Understand and be able to demonstrate a commitment to Equal Opportunities and Diversity **(E)**