**JOB SPECIFICATION**



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| **JOB TITLE** | **AREA OF WORK** |
| Inclusive Learning Advisor  Term time only - 35 weeks includes 1 week for preparation/CPD etc plus holiday entitlement | Inclusive Learning |
| **SALARY** | **BENEFITS** |
| Age 18-20 - £13,141 per annum pro rata. Age 21-22 - £17,662 per annum pro rata. Age 23 and over - £18,278 per annum pro rata.  Please note these salaries are based on 37 hours per week, 52 weeks per year | Local Government Pension Scheme  Payment for holiday entitlement will be incorporated into annual salary based on a pro rata of a full time equivalent holiday entitlement of 26 days, rising to 31 days following 5 years’ service plus Bank Holidays |
| **LINE MANAGER(S)** | **LINE MANAGER FOR** |
| Head of Inclusive Learning / Assistant Head of Inclusive Learning | N/A |
| **KEY TASKS AND RESPONSIBILITIES** | |
| Provide learning support to students with learning difficulties and disabilities, those with special educational needs and disabilities, those with literacy / numeracy needs and those in receipt of High Needs Funding.  Support students on work-placements and on Supported Internship, traineeship and apprenticeship programmes in the workplace, as required.  Ensure the safeguarding and wellbeing of all supported students  Keep the necessary records relating to learning support and inclusive learning.  Input details of learning support onto the eILP’s and learning support records system.  Liaise with the Learning Mentor and Head/Assistant Head of Inclusive Learning concerning students being supported.  Liaise with the Transitions team regarding high needs funded (HNF) students and those with Education Health and Care Plans (EHCP’s)  Liaise closely with the teaching team regarding individual interventions / adjustments for learners and the provision of inclusive learning environments.  Meet with the Inclusive Learning Mentor weekly and attend inclusive learning and cross college meetings, as required.  Complete all mandatory training requirements. | |
| **DUTIES** | |
| Support students with learning difficulties / disabilities and literacy / numeracy needs including those with SEND requirements.  Keep the necessary documentation for supported learners and for those with high needs funding arrangements or Education Health and Care Plans.  Work with students on a 1-1 or group basis either in class or out of class and in the workplace, as required  Assist students in practical and theory sessions, workshops, literacy/numeracy sessions and lectures as required.  Attend meetings and CPD sessions, as requested throughout the year.  Inform the Learning Mentor and Head/Assistant Head regarding any concerns or issues with supported students.  Keep weekly/monthly records of hours of work and submit to the Inclusive learning administrator/Assistant Head/Coordinator within the agreed timeframe.  Promote student independence and employability skills and support the development of maths and English skills.  Promote the use of assistive technology and keep updated as to new developments in this area.  Support students on work-placements and on Supported Internships, Traineeships and Apprenticeships | |
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| **DUTIES** |
| * You role model and promote the College values: * **Learning -**Our delivery will be high quality and innovative with students at the heart of decision making. * **People -**We will enable staff and students to fulfil their potential whilst promoting resilience, leadership, accountability and teamwork. * **Sustainability -**We will provide a happy, healthy, safe, supportive and sustainable environment in which to live, work and study. * **FREDIE** - We will advance **FREDIE**:  Fairness, respect, equality, diversity, inclusion, engagement in all we do.   To promote Equality, Diversity and Inclusion at every opportunity. |
| Promote College sustainability policies and strategies by personal commitment and lead by example. |
| Active involvement in carbon reduction, embedding of carbon reduction practices (lights off, heating down etc.) |
| To be vigilant in relation to the College’s approach to Reduce, Reuse and Recycle ethos. |
| Take an active role in all team activities to ensure full compliance with agreed safety, quality and environmental standards and expectations.  Participate in staff review and development in line with College needs. Agree objectives with the Line Manager and ensure they are achieved.  Maximise effective use of time and personal ability.  Be responsible for promoting and safeguarding the welfare of children, young people and vulnerable adults at all times in line with the College’s own Safeguarding Policy and practices. |
| Work flexibly within own range of competence, undertaking the appropriate training and development to extend skills and abilities to meet the needs of the College. |
| Be committed to working towards the implementation of equality of opportunity in both service delivery and employment. The College’s mission and strategic objectives directly support this aim. All employees are required to support this aim and its implementation pro-actively. |
| Must be thoroughly aware of College Health and Safety policies and procedures and attend any mandatory health and safety training appropriate to their role and ensure that employees within their responsibility are also made aware of these policies and procedures and any mandatory training relevant to their role.  They must also seek to ensure appropriate implementation of such policies and procedures across all areas of their responsibility. |

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| **DUTIES** |
| Ensure all accidents and near misses are recorded and reported following College procedures. |
| Adhere to the Data Protection Act 1998 and the General Data Protection Regulations 25 May 2018 and must be thoroughly aware of the College Data Protection Policy and Procedure and ensure that employees within his/her responsibility are also.  He/she must also seek to ensure appropriate implementation of such policies. |
| Any other duties that may reasonably be required by Line Management and the Principal. |

**Location of work**

You may be required to work at or from any building, location or premises of Myerscough College, and any other establishment where Myerscough College conducts its business.

**Variation to this Job Description**

This is a description of the job as it is at present, and is current at the date of issue.  The job description will be renewed and updated as necessary to ensure that appropriate revisions are incorporated, and that it relates to the job to be performed.  This process is conducted jointly with your Line Manager.  You are expected to participate fully in the review and, following discussion, to update your job description as is considered necessary or desirable.  It is our aim to reach agreement on reasonable changes.  However, if such agreement is not forthcoming, Management reserves the right to insist on changes after consultation with you.

**EMPLOYEE SPECIFICATION**

(PI) Post Interview

(A) Assessed via Application form ( I ) Assessed via Interview

(P) Assessed via Presentation in interview (T) Assessed via Test

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| **ESSENTIAL CRITERIA:** | **DESIRABLE CRITERIA:** |
| ***Personal Attributes*** | |
| Presentable and professional appearance (I)  Ability to work as part of a team (A/I)  Ability to work to quality standards (A/I)  Good command of the English language (A/I)  Appropriate level of physical and mental fitness (PI) |  |
| ***Attainments*** | |
| GCSE English and Maths at Grade C/4 or above (or an equivalent standard) or willing to work towards (A) [Please note that applicants who do not have a L2 English / Maths will be asked to complete an Initial Assessment to ascertain that their current level of Maths / English is appropriate for the role and will be expected to achieve their L2 Maths / English within 6 months of starting in post. This is delivered on site at the College].  To have or be willing to work towards a Level 3 Certificate in Learning Support or equivalent (A/I) | Experience of supporting people in a caring capacity. (A/I)  Experience of supporting people in an educational capacity. |
| ***General Intelligence*** | |
| Evidence of sound written English skills and a good general education (A/I) |  |
| ***Special Aptitudes*** | |
| Interpersonal and communication skills necessary for working with students with learning support needs. (A/I)  The interpersonal skills to work within a team (A/I) | The ability to support students in class in a supportive yet unobtrusive way (A/I) |
| ***Interests*** | |
| Promoting the inclusion of students with learning difficulties and/or disabilities (A/I)  The desire to undertake relevant staff development (A/I) | An interest in the promotion of assistive technology, in particular the use of educational apps (A/I) |
| ***Disposition*** | |
| Good interpersonal skills (I)  Good communication skills (I)  Friendly and approachable (I)  Person centred approach (I)  To be respectful of the wishes and needs of students (A/I) | To be able to encourage independence and self-esteem among supported students (A/I) |
| ***General*** | |
| An understanding of “safeguarding” and its importance within the College \* (A/I)  An understanding of health and safety requirements of a working environment (A/I)  An understanding of Fairness, Respect, Equality, Diversity, Inclusion and Engagement (FREDIE) issues within an educational context (A/I) |  |
| ***Circumstances*** | |
| Willing to apply for Disclosure & Barring Service clearance at Enhanced level (important – further information below).  (A/I)  Ability to work flexibly – Flexibility in the days, hours, times and curriculum area in which you may be required to work. (I) | Possess a current driving licence or willing to travel as required by other means (A/I) |

\*Interviews will explore issues relating to safeguarding and promoting the welfare of children, including motivation to work with and ability to form and maintain appropriate relationships and personal boundaries with children and young people together with emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.

**TERMS AND CONDITIONS**

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| **SALARY** | HOURS OF WORK |
| Age 18-20 - £13,141 per annum pro rata. Age 21-22 - £17,662 per annum pro rata. Age 23 and over - £18,278 per annum pro rata.  Please note these salaries are based on 37 hours per week, 52 weeks per year | Various hours per week (15 hours to 37 hours), some positions are contracted and others are part-time hourly paid  All positions available are Term time only – 35 weeks |
| ANNUAL LEAVE ENTITLEMENT | PENSION |
| Payment for holiday entitlement will be incorporated into annual salary based on a pro rata of a full time equivalent holiday entitlement of 26 days, rising to 31 days following 5 years’ service plus Bank Holidays. | Local Government Pension Scheme  Up to £15,000 pa 5.5% Employee  £15,001 to £23,600 pa 5.8% Employee  £23,601 to £38,300 pa 6.5% Employee  £38,301 to £48,500 pa 6.8% Employee  £48,501 to £67,900 pa 8.5% Employee  £67,901 to £96,200 pa 9.9% Employee  £96,201 to £113,400 pa 10.5% Employee  £113,401 to £170,100 pa 11.4% Employee  £170,101 or more pa 12.5% Employee  17.4% Employer  You will automatically become a member of the LGPS |
| PROBATIONARY PERIOD | DRESS CODE |
| A probationary period of nine months applies to new entrants to the College | All post holders are expected to be of a professional and presentable appearance |
| REFERENCES / MEDICAL CLEARANCE / DISCLOSURE | |
| The appointment is subject to the receipt of satisfactory references, medical clearance and Disclosure & Barring Service check/ISA (if applicable).  Occupational Sick pay is not paid during the first four months of service and thereafter is subject to the College’s Sick Pay Scheme  Should your application be successful you will be sent further details via email from eSafeguarding. They are the Registered Umbrella Body we have chosen to complete the Disclosure and Barring Service (DBS) process on your behalf.  Please note that all new employees of the College will be required to pay for their DBS check via eSafeguarding at the time of application (at present £40.00 for an enhanced level check). | |

**DBS UPDATE SERVICE**

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| The Disclosure and Barring Service (DBS) update service lets applicants keep their DBS certificates up to date online and allows employers to check a certificate online. | |
| BENEFITS TO YOU | **HOW TO REGISTER** |
| * Saves you time and money * One DBS certificate may be all you will ever need * Take your DBS certificate from role to role within the same workforce * You are in control of your DBS certificate * Get ahead of the rest and apply for jobs DBS pre checked | You can [register online](https://secure.crbonline.gov.uk/crsc/subscriber) as soon as you have your application reference number. You can ask for the number when you apply for your DBS check.  Or you can wait and [register](https://secure.crbonline.gov.uk/crsc/subscriber) with your certificate number when you receive your DBS certificate. **If so, you must do so within 30 days of the certificate being issued.**  To check the progress of your DBS certificate use the [DBS tracking service.](https://secure.crbonline.gov.uk/enquiry/enquirySearch.do)  **Registration lasts for 1 year and costs £13 per year (payable by debit or credit card only).**  You’ll get an ID number with your registration that you need to log on to the service. Make sure you write it down. |
| WHAT YOU GET | |
| When you join, you’ll get an online account that lets you:   * Take your certificate from one job to the next * Give employers permission to check your certificate online, and see who has checked it * Add or remove a certificate | |