

Job Description and Person Specification



Lecturer in ESOL Threshold

Salary:	Incremental scale £32,837- £44,149pa inclusive (Please read “Explanation of Lecturer Salary” attached)
Hours:	36 hours per week. Working hours are timetable specific and may include evenings.
Leave:	47 days per annum plus public holidays plus up to 5 days Christmas efficiency closure
Reports to:	Curriculum and Quality Team Manager
Location:	This post will initially be based at the Main Campus, London Road, Isleworth however you may be required to undertake work at the Skills & Logistics Centre, Feltham

The main purpose of the post is: to teach English and Functional Skills Maths to ESOL students and to meet the educational and social needs of migrants, asylum seekers and refugees with a varied curriculum. The post will be based in the curriculum area.

Teaching

1. Plan, prepare, and deliver high-quality teaching sessions to students.
2. Develop and deliver engaging and interactive lessons that cater to the diverse learning needs of students.
3. Use a variety of teaching methods, resources, and technologies to support student learning and engagement.
4. Create a positive and inclusive learning environment that fosters student participation, collaboration, and independent thinking.
5. Work with the Curriculum Manager, lecturers and other appropriate staff to develop Schemes of Learning in order to implement an outstanding teaching, learning and assessment experience for the students.
6. Provide timely and constructive feedback to students on their assessments and academic performance.
7. Support students in setting academic goals, monitoring their progress, and reflecting on their learning.
8. Collaborate with colleagues and stakeholders to enhance the quality of teaching and learning provision.
9. Negotiate targets for performance with the CQTM and ensure that agreed action is taken to ensure continuing improvement to the quality of the provision.
10. Liaise with other lecturers and other appropriate staff regarding matters of moderation, assessment, student progress, work placements and other organisational matters.
11. Ensure that reports relating to students' progress are prepared for employers, parents or sponsors as appropriate.
12. Report to and consult with the CQTM to ensure that agreed practices are consistently followed, particularly in respect of all review, evaluation and planning activities, including team meetings.
13. Ensure students are entered for appropriate examinations.

14. Arrange for students to receive advice regarding careers and further educational opportunities from Careers Advisory staff.
15. Act as assessor and internal verifier for externally accredited qualifications, consistently following procedures and applying mark schemes set by awarding organisations.

General

1. Promote and support equality of opportunity in all aspects of the post, and undertake training where necessary, in accordance with the agreed equal opportunities policy.
2. Promote a positive image of the college in all contact with students, employers and professional bodies.
3. Adhere and comply with the college financial regulations.
4. Contribute a mutually supportive approach to the achievements of the mission and strategic objectives of the college.
5. Participate in relevant promotional and marketing events.
6. Liaise with appropriate student support agencies within the college, e.g. college counsellors, nurses, student liaison officer.
7. Liaise as required with relevant external agencies.
8. Undertake additional duties at enrolment times as required, including evening work.
9. Participate in the West Thames College programme of staff development in the appraisal scheme.
10. Carry out such other related duties as may be required by CQTM/Director.
11. Adhere to all relevant policies, procedures, and regulations related to teaching and assessment in further education.

Person Specification

Please study the items in this person specification carefully and when completing your application form try to describe your knowledge, skills and experience in terms of those particular items:

1. Possess a recognised teaching qualification and be prepared to undertake subject specialist qualifications as needed.
2. Have substantial relevant teaching experience in a further education setting in the area of work.
3. Desirable to have some experience of planning and teaching courses in numeracy to students whose first language is not English.
4. Have knowledge of the ESOL Core Curricula and of initial diagnostic assessments. Knowledge of the FS Maths curriculum and the ability to teach Maths at Entry level is desirable
5. Be able to respond to the needs of students from a wide range of learning backgrounds.
6. Be able to work as part of a team to develop the curriculum and contribute to a shared bank of materials.
7. Show commitment to and be able to provide evidence of continuous professional development and demonstrate its impact on teaching and learning.
8. Possess appropriate IT skills relevant to the post, or be willing to undertake training.
9. Possess good oral and written communication skills.
10. Possess a Literacy and Numeracy qualification at Level 2
11. Have evidence of ability to set realistic goals, to sustain motivation, to act independently and to set and meet targets.
12. Be able to work to deadlines.
13. Have an awareness and understanding of Safeguarding, Prevent and how to embed these into the curriculum
14. Have an awareness and understanding of equal opportunities.

Equality and diversity

West Thames College champions excellence, integrity, equality and respect.

This means we aspire to the highest achievements for our students and the best possible working environment for our staff.

The whole college community - women and men, younger and older, from different , social and ethnic backgrounds, a variety of faiths, cultures and languages, lesbian, gay and straight, disabled and non-disabled – we are all treated with the same respect and entitled to the same chances to succeed.

We champion diversity because we know that a rich mix of people makes the college a more productive and creative place to study and work.

And we champion equality because it is the right thing to do.

Closing date: 24 February 2025
Reference No: 1LSE015
Interview date: 6 March 2025

EXPLANATION OF LECTURER SALARY

1. Lecturers' salaries are on an incremental scale from point 7 to point 14 inclusive (£32,837- £44,149). The pay scale is available on request.
2. All new entrants are placed on point 7 of the scale, which is £32,837pa inclusive, unless s/he has two or more year's experience, in which case the starting point is 8.
3. Where there is evidence of current earnings in excess of point 7, the applicant may be placed at the salary point higher than their current salary.
4. Progression from point 7 to 11 is automatic and is awarded annually on the anniversary of the date of appointment. In other words, every year the postholder will receive an incremental point increase (very approximately £1,000) in addition to the cost of living increase received by all staff.
5. When postholders have been at point 11 for one year, they will be invited to apply to progress to point 12 on the scale. Lecturers have to meet a simple set of criteria to ensure that they are performing satisfactorily and will then progress to point 12.
6. Progression from point 12 to point 14 is automatic and will be awarded annually on the anniversary of the date of appointment. Again, this means that every year the postholder will receive an incremental point increase (very approximately £1,000) in addition to the cost of living increase received by all staff.

Conditions of Service

Contract: Permanent

Full time

Pension: Staff are entitled to participate in the Teachers Superannuation Scheme subject to its terms and conditions.

Annual Leave: 47 days per annum plus public holidays. In the interests of efficiency, the Corporation may decide to close for up to 5 working days in each year. These days will be awarded as additional leave.

Teaching Qualifications:

Lecturing staff are required either to have upon commencement of employment, or to obtain within a specified period after commencement the qualifications required for the post.

The type of qualification required and the time period for acquiring it, depend upon a number of factors, including the type of post that is held, the teaching that is undertaken, and whether the lecturer works full-time or part-time.

Hours: 36 hours per week

Working hours are timetable specific and may include evenings.

Probation: Employees who commence their employment between 1 September and 31 May inclusive will be subject to 26 weeks probation before their employment can be confirmed as permanent.

Employees, who commence their employment between 1 June and 31 August, and those with term time only contracts, will be subject to 36 weeks probation period before their employment can be confirmed as permanent.

The extended period of probation is ensure that there is an adequate period of "normal" working during which to provide support and assess an employee's performance.

Disclosure

The post will be offered subject to an enhanced Disclosure satisfactory to West Thames College which will be conducted by the Disclosure and Barring Service.

Additional information for teaching applicants

West Thames College is committed to striving towards being an outstanding college.

As part of our commitment we offer our staff an entitlement to strong and supportive line management along with staff development opportunities and we provide 3 dedicated Development Days per year for specific staff training.

IT Skills

To enable us to meet our target of being outstanding we require that our teaching staff have a minimum level of IT skills:

- ability to use email
- understanding of WORD
- understanding of EXCEL
- ability to research via the internet
- ability to undertake basic IT trouble shooting

Literacy Skills

In accordance with the Life Long Learning UK regulations teaching staff are required to possess specific levels of literacy skills.

To identify the training needs and support required for new staff our selection process for lecturers will consist of the following:

1. A formal panel interview where you will be assessed against the person specification criteria.
2. A literacy assessment. You will be required to complete a skills test to assess your literacy skills. The assessment consists of 40 questions and the pass mark is 30. The assessment can last up to one hour. Please note if you can produce evidence that you already possess literacy skills at Level 2 which is equivalent to GCSE English grade C or above, you will not be required to undertake the assessment.
3. A micro teach. You will be given a topic on which to prepare a micro teach and will be required to present this to a panel. If the topic is given on the day you will be given preparation time.

If you do not possess the minimum requirement upon entry into the organisation your manager will identify your needs via the Induction or Probation process and you will be enrolled onto an in-house course to ensure you meet the standards required to undertake your role.