



**Required to start on 1 September 2019**

## **TEACHER OF LAW (permanent full time)**

We are seeking to appoint an outstanding Teacher of Law to join our Philosophy, Politics and Law (PPL) department. As a college, we are ambitious for our students and we are seeking to appoint staff who can bring the right blend of flexibility, commitment, energy and vision.

The successful applicant will be offered a permanent full time contract. As part of this there may be an opportunity for a candidate who would be prepared to commit to tutoring as part of the college's guidance provision or to an alternative academic qualification such as WJEC L3 Criminology.

We welcome applications from teachers with innovative ideas, enthusiasm and a strong teaching ability who can deliver on all of the Law courses the team offers. An ability to contribute to the diverse, cross-curricular character of the wider department would also be extremely beneficial.

## **Pay, Pensions and Safeguarding**

The BHASVIC Corporation has adopted the conditions of service and salary scales applicable to sixth form colleges. The current full time salary range for qualified teachers is £23,396 to £38,748 per annum (depending upon experience).

All teachers at BHASVIC automatically become members of the Teachers' Pension Scheme (TPS). The TPS is a contributory scheme administered by Teachers' Pensions on behalf of the government. As a member of the TPS you will pay between 7.4% and 9.6% of your gross salary (from 1 April 2015) and your employer pays a further 16.48% (from 1 September 2015). Once you have started your job at BHASVIC you have the option to opt out of the teachers' pension scheme. If you wish to opt out you must do so within three months of your start date in order to receive a refund of your contributions. For further information see [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk).

BHASVIC is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our vetting procedures for prospective employees are in line with the guidelines provided by the Department for Children Schools and Families. Further information can be found on <http://www.education.gov.uk/childrenandyoungpeople/safeguardingchildren>

## **The Philosophy, Politics and Law (PPL) Department**

We are a friendly, innovative and dynamic team of eight teachers across the three main disciplines. There is a big emphasis on sharing and support in the department and we are looking for someone who is collaborative, reflective, and who strives constantly to improve teaching and learning.

As a department we have extremely high standards for all our students and aim to develop their knowledge, skills and experience in a stimulating and varied learning environment. Students are expected to work independently on activities such as reading, research and note-making, supported by relevant activities in class. Termly monitoring and negotiated targets ensure that each student is given the opportunity to be actively involved in their learning.

## **Courses**

Law is currently taught by a team of four teachers. We adopted the OCR A-level Law specification [H415] in September 2017 and currently offer both the Contract and Human Rights options. We have five first year classes and four second year classes completing the A level programme. As a department we also offer the Edexcel BTEC L3 Certificate/Subsidiary Diploma in Law, a very important provision for both the department and the College, which currently has three first year and three second year classes. It is anticipated that this new teaching role will involve teaching on both A level and BTEC programmes and applications are welcomed from candidates who have taught A level and/or BTEC courses. We will also be introducing a second year

non- examined option in September called 'Learning the Law' for students who are interested in the Law but are not currently studying it.

The department has a strong commitment to inclusive learning. We aim to engender enthusiasm for subjects taught and to develop highly motivated, reflective and independent-minded young people who are able to relate theory to current legal developments. The department is committed to providing a full range of extra-curricular and enrichment activities including trips to Parliament and the Supreme Court, the Old Bailey, local Crown and Magistrates Courts, and study conferences. We also host a variety of visiting speakers and encourage students to join our vibrant Law Society which meets at lunchtimes and organises regular debates and mock trials. The enthusiasm we instil in our students means a significant proportion of our students go on to study law or related subjects at Higher Education level.

## HOW TO APPLY

For details of how to submit your application, please visit our website [www.bhasvic.ac.uk/the-college/working-for-us/current-vacancies](http://www.bhasvic.ac.uk/the-college/working-for-us/current-vacancies)

Your application should include the following:

- **A completed application form**
- **A detailed statement outlining how you meet each of the criteria in the person specification below.**

**Use the criteria as headings when writing your statement. Where applicable, give examples of situations when you have used the skills and attributes detailed. It is very important that your application is in the format requested. Candidates will be short-listed on the person specification criteria alone.**

- **A covering letter, no longer than one side of A4, stating why you want this job and what you would bring to this post if appointed**
- **A completed equality & diversity recruitment monitoring form**

<p><b>Please note that it is College policy to shortlist applicants on the basis of a completed application form, letter and accompanying statement. CVs submitted alone without a completed application form and statement will not be considered.</b></p>
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The deadline for receipt of applications is **9am Monday 29 April 2019**

Interviews will be held on **Friday 10 May 2019**

For applicants who are invited to interview there will be ample opportunity to learn more about our provision and needs through discussions with staff.

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## **PERSON SPECIFICATION**

We are looking for someone who can demonstrate the following:

### **QUALIFICATIONS**

1. Qualified at degree level in Law or a related subject and in possession of an appropriate teaching qualification (e.g. PGCE or equivalent)

### **KNOWLEDGE**

2. Up to date subject knowledge at an appropriate level and a firm understanding of how students learn.
3. A good understanding of what constitutes effective Learning Assessment and Teaching strategies.

### **EXPERIENCE**

4. Recent experience of teaching Law at an advanced level and of addressing the needs of students both inside and outside the classroom<sup>1</sup>.

### **SKILLS**

5. Ability to deliver a high standard of learning, assessment and teaching.
6. Ability to evaluate and reflect honestly and improve continually.
7. Excellent Interpersonal skills with the ability to work effectively and positively with students, colleagues and parents.
8. Understanding of and responsibility for promoting high standards of literacy, numeracy and ICT.

### **PERSONAL AND PROFESSIONAL CONDUCT**

9. Maintain high standards of behaviour which show regard for the ethos, policies and practices of BHASVIC, and be able to act within the contractual frameworks which set out their professional duties and responsibilities having regard to the SFCA teaching standards.
10. Have regard for the need to safeguard students' well-being in accordance with statutory provisions, show tolerance of and respect for the rights of others, not undermining British values.

### **DESIRABLE CRITERIA**

11. Commitment to offering students enrichment opportunities.
12. Experience of pastoral/guidance work with 16-19 year old students.
13. Experience of having taught BTEC L3 certificate/subsidiary diploma in Law
14. An ability to teach either Politics or Philosophy A/AS level

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<sup>1</sup> The experience expected of an NQT applicant is that which might reasonably be gained on a PGCE or equivalent course

## **JOB DESCRIPTION**

**Post title:** Teacher  
**Responsible to:** Head of Department

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### **Specific duties**

#### ***Teaching***

- plan, prepare and deliver an agreed teaching commitment
- set and mark student work
- assess, record and report on progress and attainment of students

#### ***Guidance and support of students***

- promote the progress and well-being of individuals and groups of students
- provide educational and careers guidance and advice to students, keeping relevant records
- communicate and consult with parents (and other external agencies)
- attend meetings as required to fulfil above duties

#### ***Assessment and reports***

- provide/contribute to oral and written assessments, reports and references

#### ***Appraisal and staff development***

- participate in the College's formal appraisal/ performance management arrangements
- review your professional practice and participate in further training for professional development

#### ***Discipline, health & safety***

- maintain good order and discipline for students both on-site and in supervised off-site activity
- secure student safeguarding (both on and off premises)

#### ***Staff meetings***

- Participate in meetings at the College for curriculum, administration or guidance purposes

#### ***Cover***

- Supervise, and so far as practicable, teach any students whose teacher is not available to teach them (following contractual guidelines outlined in the Red Book)

#### ***Public examinations***

- prepare students for public examinations, including any relevant internal assessment and moderation

#### ***Leadership and management***

- coordinate or manage the work of other staff
- review, develop and manage activities relating to the curriculum
- where appropriate, contribute to the appointment and professional development of other teachers (including new and probationary teachers and support staff)

#### ***Administration***

- participate in all relevant administration and organisational tasks
- register student attendance
- fulfil any other reasonable duties as designated by the Principal

### ***Below is the full statement from the Red Book:***

#### ***Cover***

- Supervise, and so far as practicable, teach any students whose teacher is not available to teach them with the proviso that no teacher shall be required to provide such cover:

- (a) after the teacher who is absent or otherwise not available has been so for three or more consecutive working days;*
- (b) or where the fact that the teacher would be absent or otherwise not available for a period exceeding three consecutive working days was known to the college for two or more working days before the absence commenced unless,*
- (i) she/he is a teacher employed wholly or mainly for the purpose of providing such cover ('a supply teacher')*
- (ii) or the college has exhausted all reasonable means of providing a supply teacher to provide cover without success,*
- (iii) or she/he is a full-time teacher at the college but has been assigned by the Principal in the timetable to teach or carry out other specified duties (except cover) for less than 75 per cent of those hours in the week during which students are taught at college.*