



**Required to start: ASAP (October 2021)**

## **TEACHER OF LAW and/or PHILOSOPHY**

**Fixed Term, Part time (with an FTE of approximately 0.2 to 0.5)**

We are seeking to appoint an outstanding Teacher of Law and/or Philosophy 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 fixed-term contract to cover a small amount of teaching, starting as soon as possible and lasting until July 2022 in the first instance. There is a possibility that this post might be extended into the next academic year. The post will probably involve teaching one class of either A level Philosophy and/or Law. This post has an FTE of approximately 0.2 (5 hours contact time per week) to 0.5 (12 hours contact time per week).

We welcome applications from teachers with innovative ideas, enthusiasm and a strong teaching ability who can work within the diverse demands of the department whilst maintaining its recognised strengths and attributes. An ability to contribute to the diverse, cross-curricular character of the wider department would also be extremely beneficial.

### **Pensions, Pay 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 £25,570 to £41,732 per annum (depending upon experience). This will be pro-rata depending on your FTE.**

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 2020) and your employer pays a further 23.68% (from 1 September 2019). 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 ten teachers across four disciplines. There is a big emphasis in the department on sharing and support, and we are looking for someone who is collaborative, reflective, and who constantly strives to improve teaching and learning.

As a department, we have extremely high standards for all of our students and aim to develop their knowledge, skills, and experience in a stimulating and varied learning environment. Student outcomes are outstanding in all courses.

### **Courses**

As a department we offer courses in A level Law, Politics, Religious Studies, Philosophy and BTEC Law. Additionally, we offer a range of non-examined enrichment/extension courses in current political and legal affairs and regularly contribute teaching to the college Extended Project Qualification programme.

The department has a strong commitment to inclusive learning, developing a subject extension [workshop] programme to assist those who may be struggling with key concepts. We aim to engender enthusiasm for

subjects taught and to develop highly motivated, reflective and independent-minded young people by also providing a full range of extra-curricular and enrichment activities. These include a Model UN society, Law Club, Philosophy Club, visits to study conferences and other trips such as to the local courts and to the Supreme Court. Prior to the Pandemic on Wednesday lunchtime, staff and students from the department came together for a lunchtime “café” – a safe, relaxed meeting space designed purely to promote student well-being. The enthusiasm for the subject we instil in our students is incredibly important and ultimately means that a number of our students go on to secure places to study Law or a related subject at Higher Education.

## 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)

**Please complete Parts 1 and 2 of the job application which can be found on our website. Part 1 will be separated and only Part 2 (Application form, Personal statement & Cover letter) will be used in the shortlisting process.** 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.

## PART 2

- **Your personal statement should be a detailed statement outlining how you meet each of the criteria in the person specification below. Use the numbered 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.
- **Please use only your initials for all the documents in PART 2, including your personal statement and cover letter, submitted to the shortlisting panel.** Please use 3 initials by entering the first letter of your first name, middle name and surname. If you do not have a middle name use ‘Z’ between the first letter of your name and surname (i.e. LZO for Linda Owen).

**If you are interested in applying for the post please submit your application ASAP. There will not be a formal deadline date and we will invite appropriate candidates to interview as soon as possible.**

**If you have any questions about the role please do not hesitate to contact Tim Chamberlain [Head of Faculty] – [t.chamberlain@bhasvic.ac.uk](mailto:t.chamberlain@bhasvic.ac.uk)**

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. An ability to teach either Politics or Philosophy A 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.*