



TEACHER(s) OF LAW (open for either Full time or Part time applicants).

Required to start 1 September 2024

Permanent full time role available but this could be split into two part time posts

We are seeking to appoint an outstanding **Teacher(s) of Law** to join our Philosophy, Politics and Law (PPL) department. **There is a full time, 23 hours contact time per week, post available which can be split among two part time posts. Please outline in your cover letter the range of hours you are interested in applying for and your preferred working pattern if you apply for a Part-time post.** Please bear in mind that days worked will need to be flexible, to meet the requirements of the BHASVIC timetable – this can be discussed at interview with you, should you be successfully shortlisted.

Please find a table outlining hours per week and related FTE in the appendix at the end of this document.

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 contract to cover at least 3 groups of A level Law, BTEC Law or a combination of both.

We are one of the top-performing colleges in the country, situated in the cosmopolitan seaside city of Brighton & Hove. Working here offers the combination of both a wonderful place to work and a great city in which to live. Our students and staff are aspirational and hard-working – which is perhaps why 96% of employees would “recommend BHASVIC as a good place to work” and many of our students go on to Higher Education.

We are seeking to appoint enthusiastic and well organised teachers to contribute to this successful and thriving College. In return you will join a vibrant college community which is an open, friendly, and supportive. 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. We welcome applications from teachers with ideas, enthusiasm, and a strong teaching ability, who can work within the diverse demands of the department whilst maintaining its recognised strengths and attributes.

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 £30,500 to £47,133 per annum (depending upon experience). This will be pro rata based 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 and your employer pays a further 23.68%. 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.

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 twelve 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 support our Oxbridge and other university applicants with sessions on applying for Law at university and completing the LNAT. We offer a wide range of enrichment opportunities for students ranging from trips to court and mock trials to visiting speakers from law firms and other guests, including Lady Rose, Justice of the Supreme Court.

Law is a popular and highly successful subject. There are currently 12 A level Law groups studying the OCR Specification and 5 BTEC Law groups taught by a combination of 5 full and part-time teachers. In the second year we offer both Contract and Human Rights as optional units and these are fully resourced as is the rest of the course. Student outcomes are outstanding and, in the lead up to the pandemic, the course was consistently graded ALPS 2 for value-added performance.

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. Teachers in the department are encouraged to experiment and be comfortable in their own teaching style, sharing and supporting each other so we gain from each others' strengths. 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. In addition the department has forged strong relationships with local legal firms and legal practitioners to provide careers advice and experience. 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

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

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).

Your personal statement should:

- Outline how your knowledge, experience and skills meet criteria **2, 3, 5, 6, 8 and 9** in the Person specification.
- **Use the numbered criteria as headings when writing your statement.** Candidates will be short-listed on the person specification criteria alone. It is very important that your application is in the format requested.
- **Should be no longer than 2 sides of A4.**

The deadline for receipt of applications is **9am Tuesday 19 March 2024**

Interviews will take place on either **Thursday 28 March 2024**

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

BHASVIC is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

(February 2024)



JOB DESCRIPTION

Post title: Teacher of Law

Responsible to: Head of Politics, Philosophy and Law (PPL)

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



BHASVIC

- *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.*



PERSON SPECIFICATION

We are looking for someone who can show evidence of the following skills, experience and attributes. **Please ONLY address the criteria 2, 3, 5, 6, 8 and 9 (highlighted in yellow) in your personal statement. Please use the numbered criteria as headings when writing your statement, giving examples of situations when you have used the skills and attributes detailed. The rest of the criteria will be assessed during the interview day.**

Your personal statement should not be longer than 2 sides of A4, 10 point font size.

QUALIFICATIONS

1. Qualified at degree level in the taught or a related subject, and in possession of Qualified Teacher or Qualified Teacher Learning and Skills status (QTS or QTLS).

KNOWLEDGE

2. Up-to-date knowledge at Advanced Level 3 within the taught, or a closely related, subject.
3. An excellent understanding of contemporary teaching, learning and assessment practice.

EXPERIENCE¹

4. Recent experience of delivering the qualification required, or a closely related qualification.
5. Experience of addressing individual student needs, both inside and outside the classroom.
6. Experience of being an effective team member.

SKILLS

7. Ability to deliver a high standard of teaching, learning and assessment.
8. Ability to evaluate your own performance, self-reflect and develop professionally.
9. Excellent interpersonal and communication skills and the ability to work effectively with all stakeholders.
10. Ability to use (or learn to use) contemporary digital learning technology and platforms.
11. Ability to help students develop their literacy, numeracy, digital and employability skills.

PERSONAL QUALITIES AND PROFESSIONAL CONDUCT

12. High professional standards, showing regard for the ethos, policies and practices of BHASVIC, and of the contractual frameworks which set out professional duties and responsibilities.
13. An understanding of statutory safeguarding responsibilities.
14. An understanding of and commitment to equality, diversity and inclusion.

ADDITIONAL DESIRABLE CRITERIA

15. Experience of pastoral/guidance/tutorial work with Year 12/13 students.
16. Commitment to offering students extra-curricular/enrichment opportunities.

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



Appendix

Part time Teaching Contracts

Hours per week	FTE	Minimum Number of half days in College per week
0.5	0.0217	1
1	0.0435	1
1.5	0.0652	1
2	0.0870	1
2.5	0.1087	2
3	0.1304	2
3.5	0.1522	2
4	0.1739	2
4.5	0.1957	2
5	0.2174	3
5.5	0.2391	3
6	0.2609	3
6.5	0.2826	3
7	0.3043	4
7.5	0.3261	4
8	0.3478	4
8.5	0.3696	4
9	0.3913	4
9.5	0.4130	4
10	0.4348	5
10.5	0.4565	5
11	0.4783	5
11.5	0.5000	5
12	0.5217	6
12.5	0.5435	6
13	0.5652	6
13.5	0.5870	6
14	0.6087	7
14.5	0.6304	7
15	0.6522	7
15.5	0.6739	7
16	0.6957	7
16.5	0.7174	7
17	0.7391	8
17.5	0.7609	8
18	0.7826	8
18.5	0.8043	8
19	0.8261	9
19.5	0.8478	9
20	0.8696	9
20.5	0.8913	9
21	0.9130	10
21.5	0.9348	10
22	0.9565	10
22.5	0.9783	10
23	1.0000	10