

## **ADVERT**

### **Academic Coach**

**Ref: ME2324023**

**Hours: 37 hours per week. You will be required to be at work for a total of 1480 hours per year. This will usually be completed over a period of 40 weeks based around student term times. Holiday, including entitlement to Bank Holidays and Closure Days, will be taken outside this working time, unless by prior arrangement with your line manager.**

**We would also consider applications for part time contracts.**

**Salary: In the range of £22,329 - £24,682 per annum pro-rata, actual salary in the range of £19,781 - £21,866 per annum (Dependent on skills, experience and qualifications)**

**Reporting to: Curriculum Manager**

**Primary Location: Northampton, Booth Lane Campus**

**Interview Date: If successfully shortlisted we will be in contact as soon as possible to arrange an interview.**

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## About Northampton College

Northampton College is proud to be the leading provider of further education in the South East Midlands region. As a College, who have been rated by Ofsted as 'good' with outstanding features, we are committed to developing the professional and technical skills of our students, who are the workforce and leaders of the future.

## The Role

Supporting students on a variety of programmes at various levels, as directed by the Manager for Tutorials in collaboration with Curriculum Managers and Heads of School. Ensuring students are guided and supported positively through all stages of their programme from application to progression e.g. Further/ Higher education, Apprenticeship, training or employment. To ensure effective and consistent use of student monitoring systems (Moodle and eILP).


## The Successful Candidate

**The successful candidate's knowledge, skills, experience, abilities and qualities will include:**

- Educated to level 3 (including GCSE Maths & English at a grade C/4 or above).
- Experience of working with young people and adults.
- Enthusiastic, motivated and committed to supporting and motivating students.
- Strong digital skills, including word processing and electronic communication.

## Rewards and Benefits include

- 35 days pro rata annual leave, comprising 24 personal days, pro rata (1 September – 31 August), including 8 bank holidays and 3 closure days. The College reserves the right to designate up to 3 closure days per holiday year **\*\*Holiday entitlement will be included in monthly pay to the value of 35 days per annum pro rata.**
- Discounts through membership of the NUS, ranging from Student Prime (Amazon), to eating out, fashion, beauty, entertainment, technology and travel.
- Eligible to join the Local Government Pension Scheme (a defined benefit scheme including an employer contribution rate of 25.20%).
- Right to request flexible working from start date.
- Access to continued professional development.
- Free car parking and electric car charging facilities.
- Gym facilities.
- 24 hours per day, 365 days per year Employee Support Helpline.

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- Enhanced maternity/shared parental and paternity schemes.
  - Paid Compassionate Leave - up to five working days paid absence (in a rolling twelve-month period) on compassionate grounds in the event of bereavement or serious illness of a close relative).

If you would like to be a part of our successful team please go to <https://www.northamptoncollege.ac.uk/working-for-us.html> for further details on how to apply.

**This post will require a Disclosure and Barring Service (DBS) check.**



# **Job Description & Person Specification**

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The College has a culture of high expectations and high achievement, with 95% of students passing their qualifications and 94% progressing into employment or further study. The expertise, professionalism and commitment of all our staff is critical to the students' and College's success as we strive for excellence in everything we do and our ambition to be an outstanding College.

### Values

- Strive to always be excellent.
- Respect and support each other.
- Put students at the heart of our college.
- Ensure the wellbeing of staff and students, build resilience, and celebrate differences.
- Make sure employer needs are at the heart of our plans.
- Be a positive influence in our community.

### Role Specification

#### Specific

- Support enrolment/induction of all students within caseload, including late starters and following up on no-shows.
- Assist curriculum area in induction of students and providing 'Settling in at College' materials.
- Support students to undergo initial assessments.
- Liaise with Additional Learning Support to refer and support students to access and attend support as identified.
- Support and monitor at risk students.
- Carry out relevant administrative tasks.
- Carry out individual reviews of students within first 5 weeks to gauge suitability of chosen course/pathway and provide half termly reviews for each caseload student throughout the Academic Year. Record the outcomes of all such reviews electronically on student eLP's.
- Coach students on working to either achieve or exceed course targets set by themselves and their subject tutors.
- Assist students making arrangements/decisions for progression into education, training or employment.

- Signpost students to relevant support & services.
- Deliver engaging and enriching whole group tutorials on a range of themes, from pastoral care issues to progression activity and development of employability skills. Work collaboratively to design and deliver new tutorials devised from existing central resources.
- Ensure students understand and follow absence procedures.
- Pro-actively monitor attendance and punctuality patterns and follow up areas of concern.
- Refer to Curriculum Managers/Assistant Principal where intervention is not working and assist students to access service of relevant outside agencies.
- Facilitate class cover for absent staff.
- Attend parents' evenings and be available to discuss progress of students.
- Attend open events to positively promote the college and its programmes of study and support services to potential students.

### **Generic Business Support**

Your duties may include, but will not be limited to:

- To support and contribute to the friendly and supportive ethos of the Faculty/Department, particularly in communications with learners and staff.
- To maintain the highest professional standards.
- To participate on appraisal and staff development.
- To treat colleagues with dignity and respect.
- To demonstrate an understanding of the significance of equality of opportunity and diversity and implement it in all aspects of your work.
- To carry out any other duties as required by the organisation including supporting College Open Events and invigilating examinations.
- To ensure a healthy and safe working environment at all times and take reasonable care for your own safety and that of other College users.
- To comply with all approved College policies and procedures.
- Ability to travel to other College sites as and when required.

The above list is not exhaustive. The responsibilities and duties may vary from time to time without changing the character of the post. You will be expected to adopt a flexible approach to ensure the efficient and effective running of departments.

## Other Information

### Dignity, Diversity and Inclusion

Northampton College is proud of its diverse cohort of students and is committed, morally and through statute, to the values of equality, diversity and inclusion.

To embed this throughout the College we encourage and welcome applications for job vacancies from people of all backgrounds. Our recruitment and selection processes incorporate anonymity of protected characteristics at both the shortlisting of applications stage and through selection process, wherever feasible.

This, along with other measures that promote full and fair consideration of all applications, along with the College's implicit ethos of inclusion, enables the College to promote equality of opportunity and eliminate unlawful discrimination on the grounds of: sex; race; disability; age; sexual orientation; gender reassignment; religion or belief; marital status, or pregnancy and maternity.

All members of the College's staff community are required to adhere to, and promote, the College's values of respect for each other, dignity, diversity and equal opportunity, enabling the continual evolution of a culture of inclusion, where diversity and difference is embraced and open, positive discussion is genuinely valued.

As importantly, the College will not tolerate unlawful discrimination, harassment or victimisation within the organisation.

Northampton College prides itself on being the College of the community and its role in enabling access to education and the provision of an inclusive learning environment, where respect and differentiation in learning is fundamental to our students' success.


### Safeguarding

The College is committed to safeguarding the welfare of its students, staff and visitors.

Safeguarding checks, for example obtaining employment references and the completion of Disclosure & Barring Service (DBS) checks for all new/potential employees and regular visitors to the College, help ensure the safety of our College environment.

It is compulsory for all staff to complete safeguarding training both at the start of their employment and regularly throughout their employment to ensure they have the knowledge to fulfil their safeguarding responsibilities in respect to keeping children safe in education. This includes being able to work with students to develop their understanding of the values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs, and for those without faith.

The College has policies and procedures in place to deal effectively with child protection and safeguarding issues, including those which align with the PREVENT counter-terrorism strategy.



Additionally, the College has robust Safeguarding recording and monitoring processes which correlate with current safeguarding legislation.

### **Professional Development and Employee Performance and Development Reviews**

In addition to mandatory training in respect to Equality and Diversity, Safeguarding and Data Protection (and any other training that the College considers all members of the staff community to undertake), professional development opportunities are available to all members of staff to help them to reach their full potential within their role.

The ability of all members of our staff community to reflect on their performance and both areas of success/achievement and development is a fundamental aspect of the College's ability to continue to improve its quality and outcomes for students. In joining Northampton College, you will be expected, as a professional in your area of expertise, to continually seek ways to enhance your contribution to the organisation, with the annual Employee Performance and Performance review, with your line manager, being one element of this.

### **Health and Safety**

Under the Health & Safety at Work etc Act 1974, in addition to the College's responsibility to the welfare of its staff community, it is the responsibility of individual staff to take care of their own health and safety at work and that of others who may be affected by their actions.

All members of the College community are required to comply with health and safety obligations, including the prompt reporting of any defects, risks or potential hazards.

### **Data Protection**

The College's stakeholders should be confident that the College holds data in accordance with the Data Protection Principles of: Lawfulness, Fairness and Transparency; Purpose Limitation; Data Minimisation; Accuracy; Storage Limitation; Integrity and Confidentiality (Security), and Accountability.

As such, there are internal policies and controls in place to ensure that data is not lost, accidentally destroyed, misused or disclosed and is not accessed except by those authorised to do so in the performance of their duties. It is paramount that all usage and retention of data complies with the Data Protection Act 2018, General Data Protection Regulation (GDPR) and the Computer Misuse Act 1990 and that, as an employee you adhere with all protocols in this regard.



## Person Specification

The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form.	Essential/ Desirable	Assessment Method
<b>Qualifications</b>		
• Educated to level 2 GCSE standards and/or relevant experience	E	A
• Grade 4/C GCSE English and Maths	D	A
• Coaching/Advice and guidance qualification	D	A
<b>Experience</b>		
• Experience of working with young people aged 16 – 19	E	A
• Experience of working with disaffected young people	D	A
• Experience of working within an educational context	D	A
<b>Knowledge/Skills/Abilities</b>		
• Enthusiastic, motivated and committed to supporting and motivating students	E	A/S
• Excellent IT skills, including word processing and electronic communications	E	A/S
• Excellent communication skills with people of all ages and backgrounds	E	A/S
• Ability to work independently and flexibly, as well as part of a team	E	A/S
• Able to meet deadlines whilst working under pressure	E	A/S
• Good report writing and administration skills	E	A/S
• Delivery of progression and employability skills e.g. UCAS applications, CV writing, interviewing and job search techniques	E	A/S
• Flexible approach to work and work area, working outside normal hours when reasonably required to do so	E	A/S
• Understanding of the benefits of equality, diversity and inclusion within society	E	A/S
• Understanding of safeguarding as it pertains to the Further Education Sector	E	A/S

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<ul style="list-style-type: none"> <li>Understanding of the principles of Data Protection</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Ability to travel effectively, for example to other College campuses (Daventry and Northampton)</li> </ul>	E	A/S
<b>Qualities</b>		
<ul style="list-style-type: none"> <li>Strong work ethic</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Collegiate</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Innovative</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Flexible</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Team, customer and organisation focussed</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Reliable</li> </ul>	E	A/S
<b>Level of Physical Ability and Activity</b>		
<ul style="list-style-type: none"> <li>Occasional lifting may be required</li> </ul>	E	A
<ul style="list-style-type: none"> <li>Need to move around site will be required</li> </ul>	E	A

**E** = Essential   **D** = Desirable

**A** = Application Form   **S** = Selection Process