



Job Description

Post	ESOL Tutor
Reports to	Adult and Community Learning Manager
Hours	Part-time term-time
Location	Across Royal Borough of Kensington and Chelsea (RBKC)
Salary	£30.18 per hour including 12.7% holiday pay

The Westway Trust is a unique charity that stewards the resources of 23 acres of space under the Westway A40. In 2019, a local community campaign ensured that the Board of the Trust is led by local people and the Westway Trust now works together with the local community to enable North Kensington to thrive.

In 2021, we launched a new vision and values under the Horizon Plan, focusing on delivering social, environmental, and economic justice. Our new 3-year plan to 2028 builds on this transformation, embedding community-centred practices and tackling long-term inequality. We are home to 120 tenants, including 20+ charities and social enterprises, as well as green spaces, offices, sports centres, shops, and cultural venues.

We already receive more than one million visitors each year to the estate, and we want to expand the community, cultural, retail, sporting and enterprise opportunities here together with improvements to the public realm so that it is a place the tenants and community is proud of, and even more visitors can enjoy.

Job purpose

The primary responsibility of the ESOL Tutor will be to design and deliver high quality learner-centred teaching and assessment experiences. The role will encompass both the development and delivery of ESOL courses to adult learners from pre-entry level up to level 2. The courses and location (within the RBKC area) as well as the level of learners allocated to you may vary from term to term.

The main outcomes expected are:

- To contribute to the continuous development of the adult learning programme.
- To provide advice, guidance and support to learners.
- To support the Adult and Community Learning Manager, to achieve the Trust's strategic Objectives
- To meet the required Key Performance Indicators (KPIs) set by the Greater London Authority (GLA) and Royal Borough of Kensington and Chelsea (RBKC).

Principal accountabilities

The list below outlines the principal duties and tasks related to this role. This list is not intended to cover every responsibility as by the nature of this role, the Tutor duties will develop in line with the needs of Westway Trust and the communities of North Kensington.

Teaching

- Plan, prepare and deliver high-quality teaching and learning sessions, workshops, and tutorials in line with the curriculum requirements and the needs of individual learners, ensuring learning objectives are met.
- Assess learners' abilities and identify areas for improvement, tailoring teaching and learning methods and resources accordingly.
- Develop and deliver consistently engaging and interactive sessions, utilising a variety of teaching techniques and materials to enhance learners' understanding and engagement with the subject/topic.
- Provide individualised support to learners, addressing their specific learning needs and challenges through one- to-one meetings and additional learning resources.
- Rigorously monitor and track learners' progress, providing regular feedback and implementing strategies to address areas of weakness or underperformance.
- Set and mark assignments, tests, and examinations, providing constructive feedback to learners to support their learning and improvement.
- Collaborate with other team members to share best practices, contribute to curriculum development, and participate in team meetings and training sessions.
- Establish and maintain a positive and inclusive learning environment, actively promoting learner participation, motivation, and confidence in professional development.
- Maintain accurate records of learners' attendance, progress, and assessment outcomes, ensuring compliance with regulatory and internal requirements.
- Communicate regularly with learners, employers, and relevant stakeholders to provide updates on progress, address concerns, and foster effective partnerships in support of learner success.
- Stay abreast of the latest developments in sector specialism, curriculum changes, and teaching methodologies, continuously updating own knowledge and skills.
- Registering new learners and running initial assessments during registration sessions (primarily during set registration weeks)
- To undertake regular and appropriate CPD as agreed with Line Manager, some of which will be mandatory such as Safeguarding and Prevent Training.

Administration

- To identify materials and equipment/resource needs to assist the provision of teaching and learning by students.
- Maintaining up to date course files and submitting accurate data on attendance and achievement within agreed deadlines.
- To monitor student attendance and punctuality and take appropriate action as required.
- Preparing groups of learners for accredited assessment (exam or portfolio) & non-accredited assessment (RARPA), marking assessments and taking part in internal moderation and/or consultation meetings with appropriate Trust staff.
- Providing feedback on appropriate documentation for example observation, IQA reports etc.
- To contribute and participate in the Trust's self-assessment and development plans.
- Running end of course evaluations and writing tutor end of course reviews.

General

- To comply with any reasonable request in relation to the adult learning programme made by the Trust.
- To comply with any Health & Safety regulations and, in particular, be familiar with the procedure to be adopted in case of fire and or other Health and Safety concerns e.g. Risk Assessments.

- To undertake appropriate individual training identified at review meetings through the line management process.
- To attend and participate in meetings, including management meetings, end of term tutor meetings and Westway Trust staff meetings.
- Attending training with Westway Trust and the Royal Borough of Kensington and Chelsea and keeping up to date with developments in adult learning.
- To ensure the security of both the classroom and any equipment borrowed or used.

Person specification

You will be an experienced and enthusiastic qualified Tutor who will be committed to working for a charity supporting and enhancing the lives of people in the local community.

Knowledge and Experience:

Essential

- Proven successful track record of planning and delivering high quality teaching of accredited and non-accredited provision in a relevant subject and at appropriate level(s),
- Experience of teaching adult learners of mixed abilities and an understanding of appropriate teaching strategies in a similar role.
- Experience of devising course outlines and schemes of work.
- Awareness of differentiation and a commitment to inclusivity in your teaching and professional conduct.
- Experience of managing mixed groups of learners.
- Experience of assessing and recording progress, both in accredited and non-accredited learning and supporting learners.
- Knowledge and experience of working with a variety of exam boards.
- Ability to provide sound support in offering information, advice and guidance to learners.

Desirable

- Understanding of the RARPA (Recognising and Recording Progress and Achievement in non-accredited learning) system.
- Experience in handling sensitive issues in relation to learner well-being.
- Experience of working/teaching refugees and or asylum seekers.
- Willingness to work towards a Digital Skills teaching qualification.

Personal Skills:

Essential

- The ability to plan programmes of work and develop creative, relevant activities that will facilitate learning.
- The ability to motivate and encourage learners with a variety of learning experiences and from diverse backgrounds.
- Excellent communication skills, both verbal and written and the ability to work as part of a highly collaborative team.
- An understanding of equality and diversity, safeguarding policies, health and safety and a commitment to putting them into practice.
- A flexible approach and a willingness to teach in a variety of community venues and to teach cover as required.
- The ability to take own initiative and find creative solutions to challenges faced.

Desirable

- The ability to speak another language.

Qualifications:

Essential

- Hold a recognised teaching qualification such as CELTA, DELTA or TESOL or
- A full teaching qualification for working in adult learning (DTLLS, PGCE or DET)
- A minimum GCSE English Grade C or equivalent.

The ideal candidate will demonstrate the Trust's Values— Courage, Equity, Integrity, Openness and Sustainability — at all times in their work and behaviours.