**14 – 16 Foundation Teacher**

**Alternative Provision / Foundation Learning**

**Full Time, Permanent**

**£32,542 to £38,363**

At Nescot, we seek an enthusiastic **maths and science teacher, with the ability to lead planned sports sessions**, committed to empowering non-traditional learners in our alternative provision for **14–16-year-olds**.

**Who we are:**

Nescot’s 14-16 alternative provision unit serves students who struggle with social, emotional, and some behavioural challenges that prevent them from engaging in the mainstream school environment. We provide a supportive setting for students with mild to moderate special education needs or mental health concerns that have caused them to become alienated from the standard academic route. With class sizes capped at 8 students and a robust staff to student ratio of 1:3, we are equipped to give these young people increased attention and nurturing tailored to their unique needs. Our focus is on creating an environment where disengaged students can rebuild confidence, reconnect with learning, and flourish holistically. While aimed at supporting students who have grown disconnected from school, our provision is not intended for young people with severe conduct issues or behavioural disorders.

**What we are looking for:**

* You will be attentive and responsive to each student’s unique needs.
* Skilled in using differentiation, explicit instructions, multisensory approaches, positive behaviour support, collaborative learning and trauma informed and social emotional teaching practices to support learning.
* Experienced in recording and monitoring each step of progress however big or small, demonstrating good administrative and organisational skills and the ability to work as part of a team.

**Duties/responsibilities:**

* Plan and teach maths and science lessons, tailored to students who thrive outside mainstream classroom settings.
* Cultivate a supportive environment where students can overcome challenges, explore strengths, and achieve personal bests.
* Alongside math and science curriculum, you will lead engaging physical education activities, using sports to build trust, teamwork, and self-confidence in students.
* Encourage students as they gain knowledge, find motivation, and reach for their potential.

**Benefits:**

* A discounted on-site gym, sports hall, fitness class, osteopathy and day nursery
* 5-minute walk from Ewell East Station
* Discounted Starbucks
* Free online qualifications
* Free parking on-site

Nescot is graded ‘Good’ by Ofsted following its latest inspection in January 2023. Inspectors rated the College as Good in all 8 aspects. The report recognises that students “enjoy their courses and are motivated to succeed”, and benefit from “highly supportive relationships” with staff. Safeguarding arrangements are “effective” with regular training for staff, and leaders have in place “an effective policy for safer recruitment.”

At Nescot, we’re proud of our inclusive culture and we welcome all applications.

*Applicants must be willing to undergo child protection screening including checks with past employers and criminal record checks (enhanced DBS clearance).*

*This college is a smoke-free campus—smoking and vaping are not permitted anywhere on campus.*

**Closing date 21st September 2025** (we reserve the right to close earlier)

**Interviews will be held week commencing 29th September 2025**



**Job Description**

|  |
| --- |
| **Position Details:** |
| **Title:** | 14-16 Foundation Teacher |
| **Department:** | Foundation Learning |
| **Fraction:** | FT 1.0 |
| **Status:** | Permanent |
| **Grade:** | NLEC 4 |
| **Child/Vulnerable Adult Contact:** | Yes  |

|  |
| --- |
| **Reporting / Department Details:** |
| **Responsible to:**  | Head of Centre |
| **Functional links with:** | Maths Team, Head of Foundation Learning, Learning Support Staff, visiting therapists and wider college vocational teams |

|  |
| --- |
| **Job Purpose:** |
| * To deliver high quality teaching to learners on the 14-16 programme
* To deliver non accredited sports sessions to learners in the 14-16 programme and in the wider Foundation Learning Department
* To ensure achievement through rigorous assessment processes
* To provide full support and opportunities for learners to achieve their maximum potential through innovative and inspirational delivery
 |

|  |
| --- |
| **Main Duties and Tasks:** |
| * Plan and teach science, math, and physical education courses, tailoring engaging instruction to alternative provision and Foundation students
* Plan and deliver Functional Skills and accredited science lessons to support achievement
* Lead non-accredited physical education activities building teamwork and wellbeing
* Employ specialised teaching techniques for students with unique needs
* Develop individualised education plans in collaboration with the alternative provision team
* Complete administrative tasks efficiently including lesson planning, student assessment, progress documentation, and reporting
* Accurately track and record student attendance daily per college policies
* Prepare accessible, differentiated learning materials facilitating unique student needs
* Frequently assess student work and provide timely feedback per established schedules
* Create course outlines and recommend relevant educational aids to induct and advise students
* Uphold health and safety policies, assuming responsibility appropriate to teaching role
* Reinforce positive student discipline aligning with conduct guidelines
* Promote student welfare through supportive, empowering strategies
* Comply with policies, codes of conduct, and rules for alternative programs
* Participate in staff development and appraisal schemes as directed
* Support observational visits from leadership during instruction

Tutorial Support: * Provide 1:1 and group tutorial support, adapting prescribed content to meet the needs of the students
* Set personalised targets for students and conduct and record regular reviews of their progress
* Facilitate discussions on personal development, study skills, employability, citizenship, and health
* Mentor and coach students in relation to building self-esteem, resilience, and emotional regulation strategies
* Coach students on managing anxiety, behaviour challenges, and developing social skills
* Explore practical independent living skills, life skills, and personal safety as appropriate
* Collaborate with internal pastoral teams and external agencies to provide specialised support
* Maintain accurate records of student progress, attendance, targets, and causes for concern.
 |
| **Personal Development:** |
| * Participates in, and co-operates with, own Performance Review Interview to ensure that job-related targets are met and ongoing staff development in line with Nescot’s aims.
* To carry out Continuing Professional Development (CPD) relevant to the role, including subject or professional updates.
* To work within the security guidelines and any relevant codes of practice and rules laid down by the College.
* To comply with the College’s Code of Conduct for employees and any regulations which the College may from time-to-time issue to ensure the efficient and safe operation of its business and the welfare and interests of its employees and students. In particular to be responsible for the safe custody and proper use of all furniture, equipment, tools, materials etc. used by your class(s).
* Staff at Nescot are required to complete mandatory online training modules to ensure the highest standards of education and safety. This training covers (but not limited to) child protection, health and safety, first aid, fire safety, safeguarding, and data protection. Additionally, staff may be required to undertake training specific to their role. This ongoing professional development is essential for maintaining a positive and supportive environment.
 |
| **Equality and Diversity and Nescot Values:** |
| * It is the responsibility of the post holder to promote equal opportunity and recognition of diversity and Nescot Values throughout the College.
* The post holder will undertake their duties in full accordance with the College’s policies and procedures relating to equal opportunity and diversity and Nescot Values.
 |
| * **Safeguarding and PREVENT Responsibilities:**
 |
| * It is the responsibility of the postholder to commit to safeguarding and promoting the welfare of students within the College.
* The postholder will undertake their duties in full accordance with the College’s policies and procedures relating to safeguarding, PREVENT and promoting the welfare of students.
 |
| * **Additional Duties:**
 |
| * To undertake such additional duties as may be reasonably required commensurate with the level of responsibility within the College at the initial place of work or any other of the College's sites within the area.
 |

|  |
| --- |
| **Health and Safety:** |
| * Under the Health & Safety at Work Act 1974, whilst at work, you must take reasonable care for your own health and safety and that of any other person who may be affected by your acts or omissions.  In addition, you must co-operate with the College on health and safety and not interfere with, or misuse, anything provided for your health, safety or welfare.
* The Health and Safety Policy is available through SharePoint, your line manager or via Onboarding.
* This college is a smoke-free campus—smoking and vaping are not permitted anywhere on campus.
 |
| **Annual Leave:** |
| Please note that it is expected that post holders will take their annual leave at times convenient to the department and its students, which will normally therefore be at times when students are not in college.This job description is current as dated. In consultation with the post holder, it is liable to variation by the College to reflect actual, contemplated or proposed changes in or to the job.UPDATED BY: Assistant Principal Learning Support and Student Experience DATE: December 2023UPDATED BY: HR DATE: September 2025 |

|  |
| --- |
| **Person Specification –**  |
|  | **Essential** | **How Identified\*** | **Desirable** | **How Identified\*** |
| **Experience** | * 2+ years’ Experience of teaching Functional Skills Maths to L2
* 2+ years’ experience teaching students requiring additional support
* Practiced in specialised teaching methods for students with SEN and/or SEMH needs
 | A / IA/IA/I | Experience of teaching practical science awards | A / IA/I |
| **Skills and Abilities** | * Ability to lead Sports sessions, with a structured approach
* Strong behaviour management skills
* Ability to motivate challenging students
* Strong interpersonal skills and ability to communicate effectively, verbally and in writing
* Ability to work effectively in dynamic and changing environments
* Good ICT skills with the ability to teach online using technology applications
 | AIA / IA/IAI/A |  |  |
| **Qualifications** | * PGCE teaching qualification or equivalent
* Bachelor’s degree in science or maths
 | A / IA | Further qualifications in Youth Work, Mental Health, SEN | A |
| **Personal Qualities** | * Empathetic and patient demeanour
* Excellent communication and collaboration abilities
* Commitment to continuing professional development
* A demonstrable commitment to Equality & Diversity and Nescot Values
* Commitment to safeguarding, PREVENT & promoting the welfare of students
* The required health and physical capacity to carry out the relevant teaching activities, after the College has made such adjustments as may be required under the disability provisions of the Equality Act 2010
* Commitment to energy management and sustainability
 | IIIIIII |  |  |

|  |
| --- |
| **KEY** |
| **A** = Application Form | **I** = Interview | **O** = Observed Teaching Session | **T** = Test | **M** = Medical Questionnaire |