



## Job Description

<b>Job title:</b>	<b>Trainer</b>
Responsible to:	Full Time Provision Manager
Salary:	£28,212 to £31,227 pro rata, depending on qualifications and experience
Contract type:	Term-time only
Hours:	Full or part-time considered
Location:	Based in Nottingham; will involve a small amount of travel within the local area.

### Background

Access Training is a well-established leading training organisation working in and around the East Midlands. We provide a range of employment related training including Full Time Programmes, Apprenticeships, Adult Learning Loans, Employability and work experience opportunities for adults and young people from diverse backgrounds, that will enhance individuals' employment potential and qualifications. In our most recent Ofsted inspection we retained our "Good" rating and we are continuously developing and improving our provision.

### Main purpose:

- To deliver qualifications to 16 to 18 year old learners. This can be achieved through structured taught sessions, in-house, and on a local farm, so that learners can achieve and progress.
- To meet the needs of learners from a wide range of backgrounds, ensuring they maximise their potential and achieve the skills, knowledge and competence required to succeed in their role and achieve a relevant qualification.
- To raise the achievement of all learners, reinforcing the company's high expectations of learners regardless of their level and results. To ensure that they have stretching targets which maintain their motivation, are focused on the challenges ahead and to encourage lifelong learning.
- To be aware of business needs and maintain a focus on timely and effective achievement of targets.
- To challenge all practices and procedures within own role and throughout the organisation, to contribute to and ensure continuous improvement and quality.

### Main responsibilities:

- To plan and deliver high quality training to learners that identifies individual learning needs, preferred approaches and prior skills and knowledge, to ensure maximum impact. This will include in-house training, weekly visits to a local farm with learners, to review and assess progress. To make good and effective use of ICT demonstrating active learning.

- To be responsible for a given caseload of learners in terms of progression and achievement in accordance with all contractual requirements.
- To liaise with English & Maths Trainers to ensure that learners are motivated to stay on programme and achieve their qualifications.
- To maintain both paper based and electronic assessment records and quality processes as required by Access Training to meet needs of any contractual arrangements and awarding bodies. Also to keep accurate records of all learners' progress towards their qualification and attendance.
- To work to the quality standards and process requirements by Access Training and Awarding Bodies, attending standardisation meetings when required.

### **Other responsibilities**

- To ensure that Equality and Diversity practices are embedded in practice and promoted throughout in everyday practices with learners, employers, colleagues and other interested parties.
- To comply with Access Training's Equality Opportunity, Health & Safety and Safeguarding policies ensuring that any issues are handled and referred appropriately.
- To contribute to the generation of new opportunities/business in general, ensuring that our provision reflects local communities.
- To keep up to date with changes and to take advantage of learning opportunities to develop skills, expertise and knowledge.
- To undertake any other duties/projects relevant to the post.

**NB. The above job description sets out the main responsibilities for this position but should not be regarded as an exhaustive list of the duties that may be required of the post holder.**

## **Trainer Person Specification**

### **Applicants must have:**

- Recent, up to date occupational experience in the relevant occupational area
- A relevant occupation qualification at level 3 qualification at a minimum
- Ability to recognise and respond to learning needs
- GCSE English and Maths at grade 4 minimum (or equivalent).
- Driving licence and own transport.

### **Applicants will ideally have:**

- A recognised teaching qualification at a minimum of level 3
- Experience of teaching / delivering class sessions
- Experience of dealing with, on occasions, disengaged learners and the classroom management skills to positively engage and motivate them.
- An assessor award

### **Applicants must have the ability to:**

- Be able to manage own diary in an efficient and organised manner. Be aware of business needs and maintain a focus on timely and effective achievement of targets.
- To produce Individual Learning Plans, monitor and review individuals and sessions throughout the programme. Be responsive to the needs of learners and be able to adapt the programme, to meet their needs.
- Commit to the learner group, equality of opportunity in training and the aims of the programme. Have integrity, active listening skills, be innovative, flexible and able to work in a variety of environments, including handling pressures such as on occasions, disruptive or distressed people.
- Plan, produce lesson plans and deliver training sessions which will motivate, develop, stimulate and maintain the interest of mixed ability learners.
- Work as part of a team, able to liaise with departmental and other colleagues and help others when required. This will include liaising with employers and Awarding Bodies.



## Conditions of Service

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Based in:	Based in Nottingham; will involve a small amount of travel within the local area.
Contract type:	Term-time only
Hours:	Full or part-time considered
Salary:	£28,212 to £31,227 pro rata, depending on qualifications and experience.
Method of payment:	Salaries are paid monthly, generally the 25 <sup>th</sup> of the month, into a Bank or Building Society of your choice.
Annual leave:	For full-time, 26 days per full year, of which management reserve the right to dictate when up to 4 of them will be taken. Part time staff have pro rata entitlement to annual leave and Bank Holidays. Any holidays already planned will be honoured where possible – however, where they exceed entitlement, they will generally need to be taken without pay. As this is a term-time only contract, annual leave is not permitted to be taken during term-time.
Holiday year:	August to July
Statutory/privilege:	8 days per year for full time (pro rata for part-time)
Probationary period:	Six months
Sickness:	Access Training has a sick pay scheme, following the satisfactory completion of probation.
Travel:	Access Training reimburses Casual Car User Allowance / Essential Car User Allowance and Bicycle User Allowance at the rate set by Access Training.
Health & Wellbeing:	Fully funded Employee Assistant Programme including Cycle to Work Scheme
Disclosure & Barring Service:	Posts in regulated activity with Access Training are subject to checks with the Disclosure & Barring Service and as such, this post will require a check.

Workplace Pension:

Auto-enrolment into the NEST pension scheme after 3 months' service. Contributions are 4.0% employee, 1.0% government and 3.0% employer.

Right to work in the UK:

Documentation required to check eligibility.