



**SHOOTERS HILL  
SIXTH FORM  
COLLEGE**  
RECRUITMENT PACK  
**TEACHER OF  
CONSTRUCTION &  
ELECTRICAL**

# WELCOME

## From the Principal

I am delighted to welcome you to Shooters Hill Sixth Form College, where young people of all abilities can develop confidence in themselves, aspire and achieve. I really do believe in inclusivity for all and that everyone has an opportunity of success given the appropriate tools and environment.

As Principal, I am committed to ensure our young people are prepared for the rapidly changing global workplace and are encouraged to flourish as independent and confident individuals.

Staff enjoy working here and appreciate the many benefits of being at Shooters Hill Sixth Form College, from the private health care plan to the physical exercise opportunities.

Our core values are fundamental in everything we do. We lead by example, with compassion, empathy and understanding. We work collaboratively, we value fairness, and we conduct ourselves with honesty, integrity and respect.

High-quality teaching to transform the lives of our students is at the heart of what we do. If these values resonate with you and you have the skills to empower and support students to achieve their full potential in a friendly, collaborative and supportive environment then this could be the college for you.

We are striving to be exceptional and I am proud of the work staff are undertaking to help the college achieve this. We fully support continued professional development for all our staff in their journey towards excellence in a nurturing environment. This enables everyone to improve, progress and aspire to the next levels of their careers.

Our story is not complete, and I hope you will make an application so that together, we can continue on our incredible journey and you too can be part of that success.

**Geoff Osborne**  
Principal



*“Staff have created a vibrant and diverse community, where valuing others including their beliefs and attitudes, are central to college life.”*

**OFSTED 2024**



# SHC

## A great place to work

### SHC Community

We have a strong sense of community at SHC, and this is one of the first things you will hear when you speak to any member of staff or student. Our students often return to visit the college and some even come back to join the workforce.

### Progression

Leadership opportunities and succession planning are important to us. We firmly believe in not only growing and developing our own workforce but ensuring that all staff have the CPD they need to grow within their roles and their career paths.

### Staff Wellbeing

The college is committed to providing a healthy working environment and improving the quality of its staff working lives. Staff wellbeing is important in maintaining a positive atmosphere in the workplace. Our wellbeing strategy aims to support the college mission and core values, with recognition that our staff are our greatest asset. Supporting staff wellbeing is done in a variety of forms and we are always looking to further develop, so we value receiving ideas from staff throughout the college year. We are proud to be a part of the DFE Education Wellbeing Charter.

[Education staff wellbeing charter - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

### Staff Benefits

Here are just a few of the attractive benefits of working at SHC

- Duvet Days and Wellbeing Days
- Office 365, Laptop
- Nursery
- Pension Scheme TPS (for teaching staff) LGPS (for support staff)
- Employee Assistance Programme
- Free Flu Vaccination
- Continuous professional Development
- Flexible Family Friendly Policies
- Fully Equipped Fitness Suite
- Discounted Hair & Beauty Treatments
- Financial wellbeing / Credit Union
- Benenden Healthcare
- and much more



# INTRODUCTION

## To Shooters Hill Sixth Form College

Our mission is to transform students' lives by inspiring them to take full advantage of the high quality educational and enrichment opportunities on offer, enabling individuals to reach and exceed their potential and respond to the community we serve.

Shooters Hill Sixth Form College embraces multiculturalism. We celebrate the diverse backgrounds and nationalities of all our students. In our inclusive environment, we recognise the individuality of each student and we understand what is required for them receive the right support to grow and prosper.

### **Our Core Values**

#### **How we work**

Working collaboratively to ensure a positive, safe and rewarding experience for all out community

#### **How we feel**

Valuing fairness for all and promoting personal growth.

#### **How we lead**

Leading by example with compassion, empathy and understanding.

#### **How we behave**

Conducting ourselves with honesty, integrity and respect.

### **The College of Choice**

We aspire to be the first-choice college for young people, staff, employers and local communities by providing exceptional education and training to ensure that our learners' skills meet London's economic and social development needs.



# INTRODUCTION

## To Shooters Hill Sixth Form College

### Our College

SHC employs 250 staff members to teach and support a cohort of around 2000 young people. We are located within the Royal Borough of Greenwich, but we also provide education for a significant number of young people from the boroughs of Bexley and Lewisham. Our curriculum spans from Entry Level to A-Level, providing education to a wonderfully rich and diverse cohort.



### School Features & Developments

Our college is constantly evolving to suit the needs of our students, staff and community. We currently have several exciting projects on the horizon to compliment those already completed.



### Here are a few we are especially proud of:

- Coffee Corner
- Greenwich School Sports Partnership
- Fully Equipped Fitness Suite
- Swimming Pool
- Art Gallery
- City View Restaurant
- T Level Facilities
- Immersive Room

### Additional Reading

Further context of our college and our vision can be found within these booklets.



- **Ofsted Reports**  
<https://www.shc.ac.uk/college-information/ofsted>
- **College Vision and Strategic Intent Booklet**  
[https://issuu.com/shsfc/docs/strategic\\_intents](https://issuu.com/shsfc/docs/strategic_intents)
- **College Prospectus**  
<https://www.shc.ac.uk/course-guides>
- **College GSSP Sports Initiative Booklet**  
[https://issuu.com/shsfc/docs/gssp\\_booklet](https://issuu.com/shsfc/docs/gssp_booklet)

# EDEI STATEMENT

## Equality, Diversity, Equity & Inclusion

At Shooters Hill Sixth Form College, we are more than just a place of learning, we are a thriving community where every individual, both students and staff alike can flourish.

We are dedicated to fostering the personal and professional growth of all our members, ensuring that each person feels valued, supported, and empowered.

Our commitment to diversity goes beyond celebration; we actively embrace differences, challenge stereotypes, and stand firm against discrimination.

Together, we are creating a college where inclusivity is not just an aspiration, but a lived reality.



# ADVERT

## Teacher of Construction & Electrical

Shooters Hill Sixth Form College is a bold, ambitious institution where excellence, equality, diversity equity and inclusion aren't just ideals they're our everyday mission. We create a welcoming, empowering environment where learners and staff reach their full potential and step confidently toward their future aspirations.

We are currently looking to recruit a Teacher of Construction & Electrical to join our successful Construction and Engineering Department.

**Salary: M1 - UPS 3 – Up to £62,496 (to be pro-rata to 0.8)**

**Contract: 0.8 Fraction**

**Hours: Hours based on STPCD**

The successful candidate will be a highly motivated and outstanding teacher with a proven track record of high quality teaching in Construction & Electrical. You will be able to make a distinctive contribution to the Construction and Engineering Department at Shooters Hill Sixth Form College.

We need you to inspire our learners and work collaboratively with all colleagues to ensure the success of the department and the college on our journey to 'Outstanding'. You will embody the college's ethos for the delivery of outstanding teaching and our core values.

To apply for this post, please visit our website at [www.shc.ac.uk/vacancies](http://www.shc.ac.uk/vacancies) or download the application form via the TES or FE Jobs. Alternatively, you can email our People Services department for an application form at [peopleservices@shc.ac.uk](mailto:peopleservices@shc.ac.uk)

Completed applications to be sent to: [peopleservices@shc.ac.uk](mailto:peopleservices@shc.ac.uk)

Due to the safer recruitment process, we are unable to accept CVs as a form of application.

Please contact us if we can assist you in any way with your application or adjust the processes that we use in our recruitment methods.

At Shooters Hill Sixth Form College, we celebrate the diversity of all our staff, students, and visitors. We provide a safe and supportive environment in which everyone can study and work to the best of their abilities. The aim is for our workforce to be truly representative of all sections of society, we are committed to promoting equality, diversity & inclusion for all.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. All successful candidates will be required to undertake an Enhanced Disclosure and Barring Service check. As part of our due diligence on shortlisted candidates we may carry out online searches in line with Keeping Children Safe in Education (KCSIE) 2025.

As part of our recruitment process, Shooters Hill Sixth Form College collects and processes personal data relating to job applicants. We are committed to being transparent about how we collect and use that data and to meet its data protection obligations.

# **JOB DESCRIPTION**

## **Teacher of Construction & Electrical**

**GRADE : M1–UPS 3**

**RESPONSIBLE TO : Head of Department Construction & Engineering**

The Board of Trustees of the college expect all employees to be fully committed to the college's Equal Opportunities and Health & Safety Policies and accept personal responsibility for practical application. All employees are required to comply with and promote these policies and to ensure that discrimination and danger is eliminated within the service to staff, the students, their parents and carers.

### **Job Purpose**

- To teach on programmes at the Shooters Hill Sixth Form College, and to promote excellence for all students.
- In common with all staff, to work actively in creating an ethos that promotes race equality, celebrates the cultural and academic diversity of Greenwich, and ensures the inclusion of students of all abilities, including those with Special Educational Need.
- To progress the strategic aims and objectives of the college within courses and/or subjects taught.
- To design and implement student-centred curriculum developments and to implement quality frameworks and procedures which improve access, retention and achievement of students within courses and/or subjects taught.
- To oversee the learning, progress and conduct of students on courses and/or subjects taught.
- To liaise with external agencies as required, including developing links with employers, other providers, professional organisations and Sector Skills Councils, relevant to the enhancement and development of courses and/or subjects taught.
- To assist in securing the commitment of the wider community to the aims and objectives of Shooters Hill Sixth Form College.
- As required, to assist in the day to day supervision and administration of the college.
- To act as course tutor.

### **Major Tasks**

#### **College Aims**

- To assist the subject programme leader in the design and implementation of the Sixth Form offer, reflecting local, national and international developments.
- To assist the subject programme leader to develop a comprehensive and efficient course/programme area that offers effective progression routes for every young person at the college including those with special educational needs.

# **JOB DESCRIPTION**

## **Teacher of Construction & Electrical**

### **College Aims**

- To promote lifelong learning for students on college programmes and within the local community.
- To maintain a stimulating, relevant and effective learning environment within courses/subjects taught.
- To work collaboratively with colleagues in teaching, administrative and learner support services in pursuance of these aims.

### **Working with Others**

- To take account of the college Equal Opportunities Policy and to promote race equality in relationships with others.
- To work collaboratively with colleagues in teaching, administrative and learner support teams to deliver innovative and responsive programmes and services.
- To foster and maintain a positive team ethos through effective communication, co-operative planning and sharing of knowledge, skills and expertise with colleagues within teaching, administrative and learner support teams.

### **Curriculum Responsibilities**

- To teach courses within the college curriculum offer.
- To act as personal tutor.
- To participate in the development, implementation and review of college courses and programme area curriculum offer.
- To participate in the development of innovative curricula that are safe, responsive and flexible so that the learning programmes and environments match the needs of individual learners.
- To keep up to date with national and local developments in Sixth Form education, including the use of new technologies on courses and/or subjects taught.
- Digital skills are embedded at the heart of our courses and this should be reflected throughout your teaching.
- Deliver interesting and innovative learning and undertake assessment using a broad range of methods, taking full responsibility for the success of your own learners, developing a personalised and holistic learning approach in all lessons. This will include developing and producing learning and assessment materials using E-Systems (VLE/SharePoint and appropriate social media) and self-reflection using IRIS-Connect, etc.
- Ensure course/class data is provided to the Management Information System in a timely manner, including marking all registers at the start of lessons.

# **JOB DESCRIPTION**

## **Teacher of Construction & Electrical**

### **Curriculum Responsibilities**

- Ensure all delivery is resourced appropriately for learners and accessible, utilising our VLE.
- To develop and review syllabi, schemes of work and to monitor learning outcomes on courses and/or subjects taught.
- To ensure effective student assessment and accreditation arrangements including exams and internal verification and student/parent feedback and reporting on courses and/or subjects taught.
- To participate in the monitoring of the quality of student achievement on courses and/or subjects taught.
- To write and present reports, for a variety of audiences in relation to courses and/or subjects taught.

### **Standards of Teaching and Learning**

- To participate in the evaluation of teaching and learning on courses and/or subjects taught and to ensure that high standards of professional performance are established and maintained.
- To implement course and student monitoring arrangements as defined in policies and procedures at the Shooters Hill Sixth Form College.

### **Student Progress and Support**

- To work collaboratively with administrative services to ensure that the progress of students is monitored and recorded and that standards of achievement are constantly reviewed.
- To secure a learning environment where all students, irrespective of ethnicity, gender, learning need, sexual orientation, age, class, or religious belief will achieve their full potential and to ensure that students develop study skills in order to learn more effectively and with an increasing independence.
- Guide/tutor learners through the learning process (action planning, reviews, progression), being accountable for target setting, action planning reviews and positive progression outcomes utilising the FAF/e-FAF half-termly process.
- Be fully accountable for the learner's success, utilising data and the Management Information System, evaluating the quality of provision within the programme area and ensuring full compliance with all quality mechanisms and key performance indicators.
- To liaise where appropriate with employers and other agencies as necessary to ensure responsive and effective course or subject delivery.
- To implement a policy for pastoral care of the students, taking into account, among other things, differences in their ethnicity, gender, learning need, sexual orientation, age, class, or religious belief.
- To provide effective pastoral tutorial support including clear course/ programme induction, initial diagnostic assessment of additional learning support and effective careers/progression advice and guidance.

# **JOB DESCRIPTION**

## **Teacher of Construction & Electrical**

### **Student Progress and Support**

- To promote among the students, self-discipline, proper regard for authority and a clear sense of right and wrong. To monitor and implement a discipline policy which promotes appropriate behaviour both on and off college.
- To develop and promote positive relations with parents, responsible adults and families, including participating in meetings and college events between staff, parents and outside agencies to ensure that students' needs are met.
- To ensure the requirements of the current Children Act is fully complied with.

### **Appraisal, Training and Development of Staff**

- Within an agreed national framework, to participate in appraisal and performance management both as an appraiser and appraisee.
- To participate in support and supervision including the negotiation of personal performance goals.
- To undertake continuous professional development activities in accordance with the college policies for staff development and professional updating.
- Participate fully in the college performance management processes including recording CPD activities and maintaining objectives, ensuring they are up to date and evaluating input and reflection into your CPD e-Portfolio, including those related to lesson observations.

### **Administration**

- To work collaboratively with administrative services to provide timely and accurate data on all courses and/or subjects taught, including student enrolment, withdrawal, attendance and achievement.
- To ensure the maintenance of up to date and accurate class and student records.
- To comply with requirements of copyright and GDPR legislation and college internet and e-mail policies.

### **Discipline**

- To promote among the students, self-discipline, proper regard for authority and a clear sense of right and wrong.
- To monitor and implement a discipline policy which promotes appropriate behaviour both on and off college.

### **Relations with Parents, Responsible Adults and Families**

- To develop and promote positive relations with parents, responsible adults and families.
- To help arrange and to participate in meetings and college events between staff, parents and outside agencies to ensure that student's needs are met.

# **JOB DESCRIPTION**

## **Teacher of Construction & Electrical**

### **Relations with Other Bodies**

- To collaborate in establishing and promoting effective relationships with the local community and appropriate organisations and agencies, to the benefit of the college.

### **Provision of Data**

- To support the College Strategy Group (CSG) to ensure that arrangements are made for the prompt and reliable provision of students and programme data and other statistical returns.

### **Premises**

- To ensure the security, maintenance and effective supervision of the college buildings, contents and grounds. To promote the use of the college facilities by the community subject to the policy of the Board of Trustees.
- To ensure the implementation and participate in the review of all policies as directed by the Board of Trustees and College Strategy Group.

### **Health and Safety**

- In common with all staff, to exercise responsibilities under the Health and Safety at Work Acts and associated guidance, as laid down, or as may be amended from time to time by college procedures.
- Where required to undertake risk assessments for work experience placements.

### **Child Protection**

- To ensure the requirements of the current Children Act is fully complied with.

### **Policy Development and Implementation**

- To ensure the implementation and participate in the review of all policies as directed by the Board of Trustees and College Strategy Group.

### **Other Duties**

- Any other duties commensurate with the grading and value of the post.
- There are a number of cross college roles requiring development. It is anticipated that post-holders may elect to take part in cross college groups in addition to their teaching role. This would be undertaken through participation in task groups, research and development activities, leading to the achievement and sustaining of excellence in the chosen interest area.

# **JOB DESCRIPTION**

## **Teacher of Construction & Electrical**

### **Safeguarding**

Shooters Hill Sixth Form College is committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. It is a condition of employment that all staff are trained to an appropriate level to meet their safeguarding responsibilities. Appointment to this post is subject to an enhanced Disclosure and Barring Check (DBS) and background checks. As part of our due diligence on shortlisted candidates we may carry out online searches in line with Keeping Children Safe in Education (KCSIE) 2025.

### **Data Protection**

All staff have a responsibility under the 2018 (GDPR) Data Protection Act to ensure that their activities comply with the Data Protection Principles. Staff should not disclose personal data outside the college's procedures, or use personal data held on others for their own purposes.

### **Review**

This is a description of the job as it is presently constituted. It is normal practice to review periodically job descriptions to ensure that they are relevant to the job currently being performed, and to incorporate any changes which have occurred or are being proposed. The review process is carried out jointly by manager and employee and you are therefore expected to participate fully in such discussions. In all cases, it is our aim to reach agreement to reasonable changes, but where it is not possible to reach agreement, we reserve the right to make reasonable changes to your job description which are commensurate with your grade after consultation with you.

# PERSON SPECIFICATION

## Teacher of Construction & Electrical

Requirement	Essential	Desirable	Selection Method
<b>Qualifications &amp; Experience</b>			
Qualified Teacher Status (QTS) or Qualified Teacher Learning and Skills (QTLS)	Y		AF
Relevant and recent CPD	Y		AF/I
Level 3 Electrician qualification	Y		AF
Assessors Award		Y	
Experience in teaching Electrical Installation Lev 2 C&G 2365, Lev 1 C&G 7202 and Lev 1 C&G 6219 Multi-Trades	Y		AF/I
Experience in domestic installation	Y		AF/I
Experience of renewable energies		Y	AF
<b>Equality of Opportunity</b>			
Commitment to the College's Equal Opportunities Policy and acceptance of responsibility for its practical application through the duties of this post	Y		AF/I
Strategies for challenging discrimination, promoting racial equality and for teaching students about minority ethnic and cultural diversity and for promoting positive attitudes to disability	Y		AF/I
<b>Knowledge, Expertise &amp; Abilities</b>			
Understanding what constitutes high quality in educational and training provision, the characteristics of effective teaching and learning and an understanding of the key national and local issues affecting participation, achievement and progression in Sixth Form education	Y		AF/I
Experience of curriculum development and ideas for implementing innovative, safe and responsive programmes of study within an environment of change	Y		AF/I
Ability to develop, design, and deliver student centred learning programmes across at a range of levels and for a range of learning abilities	Y		AF/I
Ability to carry out Inspect and Testing	Y		AF/I
Experience of planning and implementing assessment and/or verification of learning programmes	Y		I
Understanding of the role of key skills development within Sixth Form education and training programmes	Y		I
Ability to work collaboratively with others, internally and externally and a commitment to team working and knowledge sharing	Y		AF/I
Communication skills – the ability to communicate clearly to a variety of audiences and in a variety of settings and understand the views of others	Y		AF/I

# PERSON SPECIFICATION

## Teacher of Construction & Electrical

Requirement	Essential	Desirable	Selection Method
<b>Knowledge, Expertise &amp; Abilities</b>			
Self-management – the ability to plan time effectively and to organise oneself well	Y		AF/I
Ability to use the majority of Microsoft applications such as Word, PowerPoint Outlook etc	Y		AF/I
Appropriate ability to use technology within the classroom as an aid to delivering outstanding teaching	Y		AF/I
Ability to use any other subject specific applications	Y		I
Understanding of emotional resilience in working with challenging behaviours and attitudes; and the use of authority in maintaining discipline	Y		I
Basic plumbing knowledge		Y	AF

**KEY: AF = APPLICATION FORM I = INTERVIEW**

# INTERVIEW AND ONBOARDING

## Teacher of Construction & Electrical

### **Selection process**

Shortlisted candidates will be contacted via email with the interview dates, times and details. We ask candidates to reply to the email to confirm their attendance. We aim to shortlist soon after the closing date. However, we do sometimes contact applicants before the closing date to arrange interview, therefore, early applications are advised.

Unfortunately, we are unable to contact applicants who are unsuccessful during the shortlisting stage.

The interview process will consist of a college tour, pre-interview assessment task/s (teaching will include a microteach) and a formal interview.

We welcome visits to the college before applications are made. If you would like to arrange a pre-visit, then please contact our People Services Team via email: [peopleservices@shc.ac.uk](mailto:peopleservices@shc.ac.uk)

Referees will be contacted at the point of offering an interview.

### **Onboarding**

If you are successful in interview, you will be conditionally offered the position dependent on:

- Proof of ID: 3 forms of original ID must be provided - TBC on appointment
- References: 2 professional satisfactory references must be received before appointment
- Qualifications: Original copies of required qualifications must be provided
- Satisfactory enhanced DBS
- Medical check
- Successful probationary period

### **Newly Appointed Staff**

New staff have an induction when they join the college. The induction process will include a welcome meet with the Principal and People Services. New staff will also complete training on our MIS system, safeguarding training, GDPR online training and Health & Safety online training.

As part of our new staff onboarding induction process, we recommend that all new staff are allocated with a buddy. The allocation of a buddy can help support a new member of staff in the early stages of their employment with the college.

Ensuring a smooth start through the initial few weeks and months in their new role.

# TIMELINE

## Teacher of Construction & Electrical

To apply for this post, please visit our website at [www.shc.ac.uk/vacancies](http://www.shc.ac.uk/vacancies) or download the application form via the TES or FE Jobs. Alternatively, you can email our People Services department for an application form at [peopleservices@shc.ac.uk](mailto:peopleservices@shc.ac.uk)

**Completed applications to be sent to:** [peopleservices@shc.ac.uk](mailto:peopleservices@shc.ac.uk)

<b>Closing date for applications:</b>	<b>22nd May at 10am</b>
<b>Shortlisting:</b>	<b>Soon after closing date</b>
<b>Interviews to commence:</b>	<b>Soon after shortlisting</b>
<b>Start date:</b>	<b>19<sup>th</sup> August 2026</b>

Informal discussion regarding the post and a visit to the college are welcome. Please contact our People Services Department for further information.

<b>Telephone:</b>	<b>020 83199725</b>
<b>Email:</b>	<b><a href="mailto:peopleservices@shc.ac.uk">peopleservices@shc.ac.uk</a></b>
<b>Website:</b>	<b><a href="http://www.shc.ac.uk">www.shc.ac.uk</a></b>



**SHOOTERS HILL**  
**SIXTH FORM COLLEGE**

*Transforming Lives*