

Welcome to the Field Studies Council (FSC)



Tutor with FSC Margam, Port Talbot

Imagine a job where you can use your environmental knowledge every day, helping to shape the minds of the new generation; a job where you work as part of a team in the great outdoors, inspiring others and developing passions for the future. Teaching with FSC gives you a role with both challenge and opportunity, and a chance to start young people on a journey of discovery that can last a lifetime. FSC are looking for people with a curiosity for the world around us, a passion for the natural history of the British Isles and an ability to enthuse and inspire others.

Included in this pack is the key information relating to our **Tutor** vacancy:

- Job Description and Person Specification
- Summary of the main terms and conditions for the post
- Information about FSC, FSC Margam and FSC West Group/Region (also visit www.field-studies-council.org)

How to apply:

For all recruitment information and relevant application forms please go to our vacancies web page at: www.field-studies-council.org/vacancies

To apply for this position please download and complete in full the [EDUCATION application form](#). You must ensure that your application includes examples of how you have demonstrated skills, knowledge and experience in meeting the requirements of the post detailed in both the job description and person specification.

Send your completed application form to: recruitment@field-studies-council.org **OR**

Human Resources, FSC Head Office, Preston Montford, Montford Bridge, Shrewsbury, Shropshire SY4 1HW

Please note we do not accept CV's without a completed application form.

The closing date for receipt of your completed application is 12 noon Friday 18th January 2019

Interviews are scheduled to take place at Margam Discovery Centre in the week commencing Monday 28th January 2019

If you have any queries regarding this vacancy please call Jane Richmond on 01639 895636. We look forward to receiving your application in due course.

Andy Pratt
Head of Group (West)

JOB DESCRIPTION

Job Title:	Tutor
Grade:	Team Member
Based at:	FSC Margam
	This post holds no line management responsibility

Overall Job purpose:

The post-holder will develop, plan and deliver 'out-of-classroom learning' activities to a wide ranging audience; engaging and enthusing students and assisting FSC achieve its goal of 'Bringing Environmental Understanding to All through first-hand experience'. The post-holder will be expected to lead groups of all abilities in the natural environment with the ability to provide an appropriate standard of care for our learners. You will also contribute to all other aspects of running a busy residential education centre.

This is essentially an active role and will require the post-holder to be able to carry out duties associated with effectively managing groups in outdoor learning locations, which may be remote, whilst ensuring the health and safety of the group at all times, including carrying safety sacks.

Key Responsibilities:

Teaching

- Developing and delivering out-of-classroom learning experiences to a wide-ranging audience of formal and informal educational groups including:
 - leading specification-based programmes in geography & biology at Key-stage 4 and A/AS level
 - leading Key-stage 2 & 3 / primary and lower secondary programmes with environmental, conservation and adventurous activities
 - cross-curricular environmental studies programmes at Key Stages 2 and 3
 - informal leisure-learning programmes for adult and family groups
 - supporting other courses e.g. university groups, PGCE etc
 - programmes for school and other local community groups
- Ensuring that - where appropriate - programmes have relevance to the National Curriculum for England and Wales and Awarding Body Specifications
- Effectively integrating ICT into pre-planned activities (GIS, Excel, Smartboards and PowerPoints)
- Ensuring all resources (including shared resources) are prepared and available for the activity
- Producing plans for activities, identifying appropriate learning outcomes and liaising with accompanying staff to ensure programmes meet their requirements
- Identifying individual learning needs and planning and adapting courses to meet the needs of learners, and responding to the needs of the group by changing the pace and/or style of delivery as appropriate
- Contributing fully to the development of new teaching activities, including taking a lead role within some areas and effectively sharing and communicating ideas within the teaching team
- Delivering activities in a safe, effective and engaging manner, carrying out Risk Assessments and adapting activities where appropriate, e.g. due to sudden changes in weather or other unforeseen circumstances
- You may be required to travel and work at other nearby locations in the West Region/Group.

General

- Complying with all relevant legislation / FSC Operating Codes of Practice (OCOPs) / FSC Health and Safety Handbook and FSC procedures
- Taking an active role in the learning location's evening and residential duty system - this will involve staying on site on some evenings and overnight to deal with customer issues and, with the support of a Senior member of staff, respond to emergencies
- Delivering a high standard of customer service and customer care

- Ensuring the highest standards of quality are achieved in all duties carried out
- Working closely with other staff to ensure that appropriate levels of service are maintained during absences and periods of high workload
- Maintaining professional standards at all times in accordance with FSC policies
- Fulfilling your obligations under FSC's Behaviour Partnership to ensure a happy, productive working environment
- Attending staff meetings as well as FSC internal and external training as required, in order to share best practice and improve team and learning location performance, and participating fully in staff development activities (sometimes this may involve travel to other learning locations with the occasional overnight stay)
- Driving: We have a number of vehicles which you will be asked to drive. To do so, you will need to be 21 years or over, have a full valid driving licence, to have been driving for at least two years, and undertake an internal assessment on commencement in the role

Subject to meeting certain criteria, you may also be required to drive our minibuses. If you do not hold D1 entitlement and have the appropriate driving experience/certification, you may be required to undertake the relevant training upon commencement of the role

- Undertaking any other duties that may reasonably be required to ensure the smooth and efficient running of the learning location

Key Expectations:

The expectations of every employee that we regard as essential include:

- A positive and passionate work attitude
- A desire to show pride in all aspects of their work
- A flexible approach with a willingness to adapt to changes
- An ability to work using your own initiative both independently and as a competent, effective team member
- An ability to work under pressure and prioritise work to meet tight deadlines
- Always treating others with courtesy, dignity and respect
- A commitment and contribution to improving FSC's environmental performance
- A committed and proactive approach to personal development; motivated to learn new skills and overcome new challenges

This job description should be seen as enabling rather than restrictive, and will be subject to regular review.

Date of issue: January 2019

PERSON SPECIFICATION

Post Title: TUTOR	Learning Location: FSC (West) with FSC Margam
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ESSENTIAL/DESIRABLE FACTORS FOR THE POST	E	D	How is this identified?
1. QUALIFICATIONS & EXPERIENCE			
Degree in either Geography, Biology, Ecology, Environmental Science or closely allied discipline	✓		Application
Previous experience of teaching/tutoring	✓		Application/Interview Presentation
Previous experience of fieldwork / teaching learning activities outdoors	✓		Application/Interview
Previous experience of the production and preparation of teaching resources	✓		Application/Interview
Experience of using interactive whiteboards, GiS, presentation software and spreadsheets	✓		Application/Interview Presentation
Full valid Driving Licence	✓		Application
PGCE or teacher training (such as the FSC Trainee Tutor Scheme)		✓	Application
Experience of delivering at a wide range of levels including GCSE or A-level		✓	Application/Interview
Experience of undertaking risk assessments		✓	Application/Interview
Have supported adventurous activities sessions (such as climbing or hill walking)		✓	Application/Interview
Full D1 entitlement with minibus driving experience / certification		✓	Application
First Aid qualification		✓	Application/Interview
2. KNOWLEDGE			
Knowledge of National Curriculum & Geography and Biology Specifications	✓		Application/Interview
Specialism in Geography / Biology		✓	Application/Interview
Ability to speak Welsh		✓	Application/Interview
3. SKILLS			
Ability to focus and stay on task in a busy environment or when working alone	✓		Application/Interview
Excellent communication skills, sensitive to the needs of others	✓		Application/Interview/ Presentation

SUMMARY OF MAIN TERMS AND CONDITIONS

Contract Term:

This is a permanent position.

Remuneration:

FSC Grade: Team Member

FSC Salary Grade: Scale Points 11 - 14, actual salary is £19,726 - £22,511 per annum.

The point of entry within the salary grade will be dependent upon qualifications and experience. Further incremental progression within the grade will be subject to meeting required standards and satisfactory individual performance reviews.

The salary is paid monthly in arrears by BACS transfer. The salary scale is reviewed annually.

If resident, a deduction of 20% is taken from your gross monthly salary and you will be required to sign a residential accommodation agreement. Food will only be provided during the course of your duties. Food is not included on days off and holidays.

Hours of work:

The post is based on a notional average of 40 hours per week, this will equate to a total of 2080 hours of work annualised over a full year. The weekly hours are based on a flexible shift pattern, this **will** fluctuate throughout the year according to business needs. This means that the post holder may be required to work additional hours per week during busy periods and considerably less in other weeks to compensate. Evening, weekend and Bank Holiday working will be required. Evening and residential duties form an integral part of the post.

Annual & Bank Holidays:

The holiday year runs from 1 January to 31 December each year. You will accrue an entitlement to paid annual holidays equivalent to 5.6 working weeks during a complete holiday year. This entitlement includes the Public/Bank holidays or substitute days (as defined in FSC's Employee Handbook) when they fall on a contractual or scheduled day of work. For anyone who joins part way through the year they will receive a pro-rata entitlement of the 28 days.

In addition to the above, we recognise and reward staff loyalty by awarding additional paid leave days, based on length of service, up to a maximum cumulative total of 5 additional days paid leave.

Pension:

The post-holder will be eligible to join the Teachers' Pension Scheme.

Sickness:

During periods of certified sickness the post-holder will be eligible to receive sick pay in accordance with FSC's sickness absence procedures. The payment of sick pay is subject to compliance with FSC's rules for the notification and verification of sickness absence, details of which will be provided to the successful applicant upon commencement of employment.

Additional Employee Benefits:

These include an Employee Assistance Programme, Life Assurance* and Health Cash Plan with Westfield Health* (*exclusions apply). Further details are given on appointment, as applicable, or are available by contacting Human Resources at FSC Head Office on 01743 852119.

Probationary Period:

This post has a six month probationary period, during which your suitability for the post will be assessed.

Post Classification / Criminal Records Check Requirements:

This post has been classified as **Category A** (as defined in the FSC Code of Conduct) which means it is **exempt** from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). Applicants will therefore be required to disclose any convictions, cautions, reprimands or final warnings which are NOT protected as defined under the Act, and the successful candidate will also be required to undertake an **Enhanced plus Children's barred list check** with the Disclosure & Barring Service (DBS)

FIELD STUDIES COUNCIL: BACKGROUND INFORMATION

Field Studies Council (FSC) is an environmental education charity providing informative and enjoyable opportunities for people of all ages and abilities to discover, explore, and understand the environment.

Our Mission is to bring environmental understanding to all.

Our Vision is inspiring environmental understanding through first-hand experience

What we believe -

FSC believes that the more we understand about, and take inspiration from, the world around us the more we can appreciate its needs and protect its diversity and beauty for future generations. In all we do, we are committed to:

- **Delivering first hand experiences.** FSC uses the environment to inspire. Taking in its sights, sounds and smells has the ability to motivate, deepen knowledge and broaden horizons.
- **Providing opportunities for everyone.** FSC strives to provide opportunities for everyone, regardless of age, ability or background.
- **Sustainability for the future.** A commitment to the environment is at the heart of everything FSC does: how we run the charity, what people learn on our courses and through our publications.
- **A caring attitude.** From the way we treat our customers, our staff, the environments we work in and the feel of our locations, FSC demonstrates a personal approach with great care taken in everything we do.

What we do -

For more than 70 years, FSC has touched the hearts and minds of people of all ages through courses at our network of learning locations, work overseas and the production of resources. Each year over 150,000 people experience FSC, many through a visit to one of our learning locations:

- Learning outside the classroom experiences with their school, college or university
- Professional training courses for environmentalists and teachers
- Natural history courses
- Identification guides and free resources
- Funded projects, both in the UK and abroad
- Art courses
- Family holidays
- Campaigns for the right to outdoor learning and fieldwork

Some of the FSC's proudest moments have arrived when trying to reach those who would not be able to have an FSC experience without some help. Thanks to FSC members and donations from individuals and Trust Funds, each year we are able to provide support for over 1000 young people who otherwise would not be able to take part.

Despite all that we have achieved so far, we hope to provide even more opportunities for people of all ages and abilities to discover, explore and understand the natural world. However, as an Investors in People charity, we realise we cannot achieve this without staff that have a real passion for the work of the charity and a pride in their role within it. Every role in the charity is vital to delivering its mission and vision – if this inspires you and you meet the requirements of the post we would love to hear from you.

For more information, please also visit www.field-studies-council.org

FSC Margam Discovery Centre

Set in 850 acres of beautiful parkland where 600 deer roam freely, the Margam Discovery Centre in South Wales offers high quality environmental education to all age groups, both residentially and for day visits. There are a huge variety of habitats within the park but the Centre is also in a great location being close to sand dunes, moorland, woodlands, rivers and coasts, including heritage coastline and Gower ANOB. There are also a number of human environments including Swansea and Cardiff, where studies can take place.

The Margam Discovery Centre has a superb reputation for providing high quality courses from Key Stage 2 to GCSE and A-level geography and biology as well as Undergraduate programmes from which we have been getting excellent reviews. We offer a range of leisure and professional training courses, covering virtually every aspect of learning about the countryside, its wildlife and the environment.

The Margam Discovery Centre has the capacity to accept groups from all around the UK. We now have up to 132 beds in 33 en-suite bedrooms each sleeping up to 4 pupils. There are four teaching rooms equipped with interactive and standard whiteboards, as well as recreation, refectory and drying room facilities. The building is a purpose-built facility incorporating sustainable technologies. That said, we aim to spend as much time as possible outdoors with pupils!

The staff include the Head of Centre, Hospitality Manager, Education Team Leader and Education' Housekeeping, Catering, Administration and Maintenance staff, who cover all aspects of Centre operations.

If you would like to find out more information about FSC Margam Discovery Centre please visit:

www.field-studies-council.org/centres/margamdiscoverycentre.aspx

FSC West

FSC West is a group of 6 residential centres: Dale Fort, Orielton, Margam Park, and Rhyd-y-creuau in Wales, and Nettlecombe Court and Slapton Ley in the South West. The Centres are located in six iconic fieldwork locations in the finest landscapes in Wales and the South West.

Dale Fort is a Napoleonic fort set in a spectacular location high on the cliffs within the Pembrokeshire Coast National Park. It is ideally located for accessing the coastline, with rocky shore, salt marsh, grassland and woodland a short walk away, access to Skomer island by boat and settlements close by.

Orielton is an impressive Georgian mansion set in 120 acres of woodland with streams, ponds and grassland on site. Located close to the UK's only coastal national park with rocky shores, sand dunes, salt marsh and settlements.

Margam Discovery Centre is an award-winning state of the art, low carbon building situated within Margam Park, an 850 acre country estate on the narrow coastal plain and southern slopes of Mynydd Margam. The Centre is situated close to the Gower AONB, Heritage Coast and Brecon Beacons National Park.

Rhyd-y-creuau is a Georgian House in the Conwy Valley, set in the beautiful, rugged landscape and mountains of the Snowdonia National Park, yet close to secluded wooded valleys, rocky shores, beaches and traditional seaside resorts.

Nettlecombe Court lies in a secluded valley, the Tudor and Georgian country mansion is set within its own grounds of heritage parkland and ancient woodland. The Centre has excellent access to the Somerset coast as well as Exmoor National Park and The Quantocks Area of Outstanding Natural Beauty.

Slapton Ley provides a purpose built Centre and the Old School in the coastal village of Slapton, adjoining the National Nature Reserve with beach, lake and ancient woodland. Located on the stunning coastline of South Devon Area of Outstanding Natural Beauty, it is close to field sites in Dartmoor National Park and nearby settlements.

All Centres have good road and rail links with good communication and access to regional towns and urban centres.