

# Personal & Social Development Tutor

Required for Big Creative Independent School  
(BCIS)



[bigcreative.education](https://www.bigcreative.education)



# Welcome to Big Creative Training

Big Creative Training (BCT) is a well-established and expanding creative industry training provider with more than twenty years' experience of delivering positive outcomes for learners. Our mission is to improve the lives of young people through high quality training and creative industry experiences, and we also take pride in ensuring staff are encouraged to flourish and feel excited to be a part of BCT.



As an organisation we provide a supportive, developmental environment with a creative and innovative approach to education. Choosing to work for BCT will enable you to be part of a successful organisation that offer a good work-life balance to all employees, which includes a flexible working approach, a friendly, positive and purposeful working environment, and plenty of opportunities for social interaction between colleagues.

We are an employer which champions equality, diversity, and inclusion. We work with integrity and passion, and are fiercely committed to creating a truly meaningful work environment, where individuals are empowered with the tools, technology, and training to unleash their full potential.

This is an exciting time to join BCT. We are expanding to launch our new world-class Digital Future Campus in September, including industry standard training rooms, equipment, VFX studios, e-sports arena and editing suites.

We have more than 500 young people per year enrolled onto our vocational training programmes including apprenticeships, and learners take qualifications in maths and English if needed. We have great industry links and work with over 100 creative sector employers and SMEs.

BCT also operates **Creative Works** - a creative industry coworking space as part of our group, giving learners and staff access to an exciting community of creative businesses to support learning and progression.

## Benefits of working for BCT

- Company pension scheme
- Employee assistance programme including healthcare cashback
- Bike to work scheme
- Supportive, caring and developmental environment
- Excellent career development opportunities and performance recognition
- Staff social events
- Interest free loans for emergencies or professional development
- Cycle to work scheme

[BCT culture video >](#)



*“Leaders and staff successfully ignite young people’s enthusiasm for learning.”*

Ofsted

# What our learners and graduates say...

96% of learners at BCT say their overall experience is good. Here's what they had to say...

*"The teachers always find time to help."*

*"I love the small class sizes, and the fun environment created."*

*"I get to do something I love with other people who have the same interests as me."*



*Not only did the college give us the tools and knowledge to succeed, they prepared us for life as creatives of the future.*

**Georgia**



*If it wasn't for BCT there's no way I would have become the person I am today. Thanks for helping me find myself!"*

**Amani**

# Big Creative Independent School

Big Creative Independent School (BCIS) is a small well-established school based in Walthamstow, East London with a long track record of delivering positive outcomes for Alternative Provision learners and sits within the wider Big Creative Training college. Our mission is to re-engage and improve the lives of young people through high quality training and creative industry experiences.

BCIS specialises in working with young people in year 10 and 11 who are passionate, creative and interested to find out more about the creative industries. These young people have a wide range of issues and experiences that have had a negative impact on their educational experience to date. Consequently, their current personal and social development, behaviour and academic progress may not reflect their true ability. Often mainstream schools were unable to engage them enough in their interest or provide the individual support needed for them to ultimately be successful.

The BCIS curriculum has high expectations for all learners regardless of students starting point; the aim is that by the time students complete the curriculum, they will be reengaged and enjoy education and will progress to higher level courses, be well prepared for the challenges to come personally and academically be back on their journey to being empowered to lead purposeful lives with integrity.

BCT itself is a well-established and expanding creative industry training provider with a long track record of delivering positive outcomes for learners. We have more than 400 young people per year going through our vocational training programmes including apprenticeships. We have great industry links and work with over 100 creative sector employers and SMEs.

We are looking for an outstanding Personal and Social Development tutor to join our team based in Walthamstow, East London. The successful candidate will have maths and English at GCSE grade "4" or above (or level 2), and will have experience of working within a similar setting with young people. You should be an excellent communicator and understand how to talk to, encourage and support young people who have had difficult experiences in education. You should be calm, patient and assertive with a proven ability and skillset to diffuse potentially confrontational situations prior to them escalating and an ability to do so if they do.

## Key tasks

- Work in a way that promotes the safety and wellbeing of children and young people
- Champion the organisational values of respect, resilience, integrity, independence and kindness, and ensure they are at the heart of the self-development programme
- Work with the BCIS manager to create an exciting, innovative and relevant Self Development curriculum that facilitates the personal, social, emotional, spiritual and physical development of the young person, captured in a scheme of work
- Ensure the programme is skilfully differentiated and tailored to meet the specific needs of each group
- Where external expertise is required, research and engage with specialists to ensure that learners have the best available information and support
- Identify emerging trends, developments and research that are relevant to the self-development of young people and ensure all relevant topics are covered
- Work with the vocational tutor team to embed the principles of the student self-development curriculum into the learners' studies
- Complete referrals to internal and external support as and when required
- Complete learner one to one tutorials and individual learning plans

## Desired qualities

- Ability to empathise with and understand the many challenges faced by young adults in a demographic with high free school meals rate and poverty levels, many of whom struggled to succeed at school
- Passionate about the opportunities afforded by wellbeing education to positively influence the lives of our learners
- Ability to inspire challenge and lead the learners by developing lessons that can relate to be excited by and really stretch and challenge their outlook, beliefs and experiences.
- Extremely organised and able to manage own work load effectively and flexibly
- Highly motivated and driven to succeed in a competitive and rewarding environment
- Outstanding teaching and communication skills and experience of good / outstanding Ofsted
- Assertive and self-confident in management of the learning environment
- Committed and willing to “go the extra mile” to meet targets
- Ambitious – will not settle for less than outstanding standards of work and behaviour
- Able to relate to, and develop relationships with, young people
- We would prefer to appoint a qualified teacher but will accept applications from unqualified people with the correct experience and aptitude
- A positive role model who leads by example and models the organisational values in their everyday life and work
- Great team player and able to work on own initiative as required.

## Salary and days of work –

- 4.435 hours per day, 2 days per week (including lunch cover)
- 36 weeks per annum
- **Salary:** £33,000 FTE, which equates £7,458.56 pro rata if you are qualified to PGCE level or equivalent.  
£27,810 FTE, which equates to £6,28.53 pro rata for an unqualified teacher
- To start on 15<sup>th</sup> August 2022

## How to apply

You must be eligible to work in the UK and possess a UK work permit if you need one.  
Please note this job is based in London and cannot be done remotely.

For an informal conversation about the role please call Justin Bayley on 07575 053 994  
If you wish to apply you must complete the application form found at [www.bigcreative.education/bct-staff-application-form](http://www.bigcreative.education/bct-staff-application-form) by 9am on 22nd August 2022.

BCT is an equal opportunities employer and positively welcomes applications from all sections of the community. We are committed to safeguarding all learners enrolled on our programmes and appointment of successful applicants will be subject to satisfactory references being obtained, and an enhanced disclosure and barring service (DBS) check.

## For teaching positions only

We welcome applications from industry professionals who wish enter teaching via the full teaching qualification with support funded by the Taking Teaching Further scheme. This will allow you 6 months of reduced timetable for training and support whilst receiving full pay and cover all qualification costs over the two years of study’.



# What our staff say...



*I like the progressive nature of the college and how we are always looking to expand and offer a more rounded experience for the learners.*

**The best part of my role is being able to make a positive difference to the lives of many, supporting our young people in seeing their potential.**

*There is fantastic communication between members of staff and the management team.*

**I feel supported and encouraged in my role, inspired to continue working to deliver high quality and engaging material.**

*The staff get on well with each other and work together positively to benefit the organisation.*

**Lovely working environment with a supportive team and great students.**

*What we do, individually, and overall, makes a huge impact on the lives of these young people and empowers them.*

**I like the collaborative culture and genuine care for staff, with time and energy invested.**

*BCT is a small organisation with a big heart and a great mission to develop learners from disadvantaged communities.*

**I am trusted by my manager to use initiative and develop my area as I see fit. I feel trusted and valued in my ideas and opinions.**

*The environment at BCT is a huge stand out to me. The staff are diverse so it makes me feel very comfortable at work.*

**The absolutely fantastic team of staff that I work with – we all come from different walks of life yet share the same creative interests and goals in improving learner's experience and their lives in general.**

*The community feel to our college is second to none.*



To find out more about BCT and our approach to education please visit <http://www.bigcreative.education/>

Big Creative Training was rated “good” by Ofsted at our last inspection.

[Read the full report >](#)

### Useful links

[BCE careers video >](#)

[International work experience video >](#)

[Digital Future VR tour >](#)

[Games students showreel >](#)

[BCE highlights video >](#)

[Artist development >](#)



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