



FAIRFIELD
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Charity No. 273924



Fairfield Trust Job Description and Person Specification

Job title: SEND (Skills for Life) Tutor	
Work base: Fairfield College, Dilton Marsh	Team: Education
Hours of work: Various hours available; Full-time roles are 36.25 hours per week Mon-Fri, part-time roles will be considered and discussed at interview. Tutors must be on site during term time from 08:40–15:15 on working days. While working days are flexible, these hours are fixed. For part-time roles, please include a covering letter indicating your preferred working days.	Salary: £38,227.80 per annum (based on 36.25 hours per week)

Safeguarding

Fairfield Trust is committed to safeguarding and promoting the welfare of young people and all staff are expected to share this commitment. You will be expected to report any concerns relating to the safeguarding of young people in accordance with agreed procedures. If your own conduct in relation to the safeguarding of young people gives cause for concern, Fairfield Trust agreed child and adult protection procedures will be followed.

All posts involving direct contact with young people, children and vulnerable groups are exempt from the Rehabilitation of Offenders Act 1974. However, amendments to the Exception Order 1975 (2013 & 2020) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the [Ministry of Justice website](#)

This role involves regulated activity, a DBS check will be required before appointment is confirmed.

Job context and purpose

Fairfield Trust is a local, independent charity. Its core areas of operation include an independent specialist college for young people with additional needs, alongside residential care services. In addition, Fairfield provides practical learning and work placement opportunities through its commercial ventures: The Weavers, a community pub in Dilton Marsh, and the Fairfield Animal Centre, a visitor attraction and café located within Southwick Country Park, Trowbridge.

The Trust's mission is: **To enable young people to live and work without barriers**

Our 5 agreed values are:

Teamwork: We hold ourselves and each other to account, and are better when we work together

Compassion: We act with trust, honesty and kindness in everything we do

Inclusion: We treat each other fairly and with respect

Innovation: We encourage thoughtful, creative and aspirational ideas

Pride: We encourage each other to be proud of who we are and what we do

The SEND Skills for Life (SfL) Tutor role is part of a growing team of professionals working in a highly individualised and bespoke way to support young people. We recognise that the move to college is a big step and often young people will need a more structured approach that is personal to them.



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The Skills for Life Programme is aimed at those requiring a more personalised approach, a slower pace or those new to Further Education, and requiring a higher level of support. The SFL pathway enables learners to explore the full range of curriculum areas available across the college, but they work in a smaller group and will spend time developing personalised targets that underpin their time at college.

The focus for learners is to better understand themselves, whilst developing the skills needed for adulthood and independence. This will also include exploring the world of work through the college's on site work-based learning facilities.

We are looking for a strong and experienced tutor to join our team who has broad and varied special education experience. The ideal candidate will be able to bring to the role recent experience of working in a highly bespoke and personalised way that uses EHCP outcomes as the basis for curriculum content. We are looking for a multi-skilled tutor that is familiar with RARPA and can bring a range of ideas and experience from a range of settings. This role will also include being a personal tutor to a group of learners.

There is an expectation that you will contribute to planning, quality assurance and also the annual review process, including monitoring and tracking progress using digital tools.

You will have experience of working with a range of young people and be able to demonstrate highly skilled and creative learning opportunities that are highly personalised.

You should have a track record of achieving excellent outcomes in teaching. You must be able to lead and develop the curriculum area in line with latest government policy. You will be responsible for evidencing learner progress and outcomes.

Additionally, you will be self-motivated and able to work independently, prioritising your workload. You will work as part of the Learning Team which consists of teaching and learning support staff.

You will be required to work 38 weeks during term time every year between 01 September and 31 August. You will not be required to work outside term dates.

Main duties

- Plan and deliver high quality sessions across the college that are truly bespoke and personalised
- Plan for highly structured teaching, use visuals and strategies to engage young people proactively in learning in a variety of subjects including English and Maths up to Functional Skills Level 2
- Build bespoke programmes for learners that allow them to make excellent progress whilst quickly closing the gaps in their learning
- To carry out administrative and recording tasks related to the curriculum area, in line with college quality policy and procedures
- To assess students who are on admissions placements in line with college admissions policy and procedures
- To develop appropriate teaching and learning materials and resources to support learning within the specific curriculum area
- To develop and ensure appropriate assessment of students' work in accordance with college and awarding organisation standards



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- To work alongside the SENCo & Assessment Lead in the coordination and leading of exams
- To keep abreast of new developments in the subject area, including links to employment and ensure that the delivery of the subject reflects current industry practice
- To be responsible for recording and monitoring student start points and student progress throughout the programmes of study delivered via college systems and processes
- To be responsible for student outcomes across the curriculum area including success, retention and achievement outcomes
- To work as part of a multi-disciplinary staff team to ensure that students gain the maximum benefit from their programme of study at the college
- To act as personal tutor for a group of students in line with requirements of the college tutorial policy
- To work at all times within the framework provided by the college's policies and procedures
- To be fully conversant with and implement the Trust's Safeguarding policy and procedures to ensure the health, safety and welfare of all learners and staff
- To attend staff meetings and mandatory staff training and development days to ensure that the college continues to maintain the standards required by its various funding bodies
- To liaise effectively with managers and staff across the college, to ensure that a high-performance culture pervades the organisation and underpins the values and aims of the organisation
- To liaise with non-teaching staff for record keeping, particularly linked to student tracking and budgetary and financial aspects of the curriculum area
- Work with managers to ensure that policies and procedures are regularly updated and meet the needs of the organisation
- Any other duties which may reasonably be requested

Supervision/management of people

Not applicable

Contacts and relationships

The post holder will report to The Programme Managers- Skills for Life and Skills for Work.

What we offer - Employee Benefits

- There is a pension scheme available for eligible staff
- Free entry to Fairfield Animal Centre for 2 adults & 2 children
- 10% discount at The Weavers pub
- Discounted staff lunches in the Student Canteen (College Site)
- Corporate Eyecare Scheme
- Training & Development opportunities



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Information technology

Daily use of electronic devices and computers which will require excellent ICT skills. This will include using, Microsoft Office packages (Word, Excel, Access, PowerPoint, Publisher, Outlook) SchoolPod (MIS), web-based software, Evidence for Learning and interactive learning tools.

Financial responsibility

The post holder will have direct responsibility for the resources budget for the curriculum area.

The post holder must always ensure effective use of resources and value for money is secured for the Trust.

Health and Safety

To be responsible for your own health and safety and that of anyone else who may be affected by your acts or omissions. You will be responsible for risk assessing, reviewing and monitoring all aspects of your work.

Equality and Diversity

All staff are required neither to discriminate against nor harass or victimise colleagues, suppliers or third parties at work. All staff are further required to report incidents of discrimination at work, either to the Principal or anonymously to the Chair of Trustees.

Records management

All staff are responsible for ensuring that all information sources for which you have responsibility are maintained in-line with guidance. This applies to all electronic and hard copy information.

You should also ensure that access permissions are maintained to limit access to sensitive information. You are responsible for maintaining the confidentiality of sensitive data, whether held electronically or in hard copy, and promptly reporting all breaches, or potential breaches of security to the Head of HR.

Other duties

You may be required to perform duties other than those given in the job description for the job. The particular duties and responsibilities attached to jobs may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and would not in themselves justify the re-evaluation of a job. In cases, however, where a permanent and substantial change in the duties and responsibilities of a job occurs, consistent with a higher level of responsibility, then the job would be eligible for re-evaluation.



Authority to work in the UK

You must have the legal authority to work in the UK. You must have the relevant approval to work in the UK from the UK Border Agency or relevant documentation. Copies of all documents provided by you as proof of identity are retained for our records, by providing these proofs the Trust will treat this as your consent for this to happen.

Person Specification

The person specification details the essential and desirable personal criteria which the job holder should possess in order to be able to successfully perform the job.

	Essential	Desirable
Alignment With our values	Commitment to demonstrating the organisations values and behaviours in their work: Teamwork: We hold ourselves and each other to account, and are better when we work together Compassion: We act with trust, honesty and kindness in everything we do Inclusion: We treat each other fairly and with respect Innovation: We encourage thoughtful, creative and aspirational ideas Pride: We encourage each other to be proud of who we are and what we do	
Qualifications or equivalent level of skill or knowledge	- Recognised post 16 full teaching qualification or equivalent (i.e. BA Ed/QTS/PGCE etc) - Please note that this post is not suitable for newly qualified teachers.	- PECS - Makaton - Attention Autism - Augmentative technology - Communication skills - Widget or social stories
Experience of	- Significant experience of working in a range of SEND settings. - Experience of writing bespoke learning programmes. - Experienced in the use of RARPA - Differentiating and adapting learning for young people to maximise engagement - Uses software linked to setting, monitoring and tracking learner progress and outcomes - Teaching English and Maths	- Working with SEND learners - Working within the requirements of funding/monitoring bodies in residential specialist colleges e.g. Ofsted and CQC
Management of people	Ability to offer guidance and support to other staff members	
Skills	- To be highly personable with excellent communication skills - To show an understanding of the importance of working within strict Health and Safety guidelines - Ability to work as part of a multi-disciplinary team and on own initiative	



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Personal qualities and motivation	• To be honest, trustworthy and reliable • Highly motivated and able to motivate others • Able to work with a variety of colleagues and clients from different professions and backgrounds • A willingness to undertake further professional training if required	
Literacy, numeracy and IT	• Minimum Level 2 or equivalent in English and Maths • ILT literate	
Safeguarding	• Displays a commitment to the protection and safeguarding of young people and registered with appropriate professional and safeguarding bodies • Takes action and raises concerns • Forms appropriate relationships and maintains professional boundaries at work • Works within organisational policies, procedures and guidance at all times	• Up-to-date knowledge of relevant legislation and guidance in relation to working with and the safeguarding of children and vulnerable adults

Suitability of shortlisted candidates will be assessed at interview using a combination of values-based recruitment techniques; a formal interview and/or a supervised observation or practical session where applicable.

Should you require any reasonable adjustments to the application process, please speak to a member of the HR team.

The closing date for this post is **Wednesday 7th October 2026 at 09.00am**

Interviews will take place week commencing **12th October 2026**

Successful applicants will ideally take up the post as soon as possible.

We would welcome applications made via the Trust Application Form, available on our website; <https://fairfieldtrust.org.uk/jobs/>

Whilst we completely understand that AI tools can support hugely in preparing job applications, we really value authenticity. We would encourage you to ensure your application genuinely reflects your own experiences, skills, values and motivations.

Please note that we will not accept CVs

We reserve the right to close the advert early if sufficient applications have been received.

This job description and person specification updated September 2026

Fairfield Trust is an Equal Opportunities employer
A charity for the advancement of education for young people with learning disabilities