



CANDIDATE PACK

Home Tutor



**Start date:
ASAP**

**Location:
Avalon Road,
Orpington BR6 9BD**



About Us

Bromley Beacon Academy (BBA) is a member of London South East Academies Trust, a MAT consisting of schools which are a mix of special, alternative and main stream provisions. BBA converted to academy status in February 2016 and is designated as a Social Emotional Mental Health (SEMH) school, located on three sites in the London Borough of Bromley, namely, Midfield (BTAM -KS1), Orpington (BBAO - KS2&3) and Bromley (BBAB - KS4&5) of Bexley.

At the Orpington campus (BBAO) we cater specifically for 7-13-year olds (Key Stages 2 & 3) with a hub at Bromley Trust Academy, Midfield for our Key Stage 1 pupils. The focus is on developing core skills of literacy and numeracy, whilst offering a broad range of other curriculum areas to provide real interest for our pupils.

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About the Trust

Our school is part of London South East Academies Trust - a multi academy trust sponsored by London South East Colleges. In 2024 the Trust was formally recognised and awarded as the TES Small Trust of the Year.

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools

Read more on the trust website:
LSEAT.co.uk

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TRUST

Bromley Beacon Academy strives to develop pupils who are responsible and respectful with a strong moral purpose. SMSC supports this development so that our pupils become life-long learners, who play constructive roles as citizens in our diverse and multi-cultural society.

Our Values

Learning

Independence

Friendship

Emotions

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Job Description

Job title: Home Tutor

Salary: MPS1 to MPS6 on the Outer London Payscale

Location: Pupils' homes and community settings as appropriate

Contractual Hours: Full-time

Position Status: Permanent

About our vacancy

We are looking for an inspirational home tutor to join our school.

As a Home Tutor, you will provide personalised educational support to pupils with Social, Emotional and Mental Health (SEMH) needs who are unable to attend school.

Working closely with pupils and their families, you will deliver engaging learning tailored to individual needs, promote positive wellbeing and progress, maintain high safeguarding standards, and support successful reintegration into education where appropriate.



We offer a comprehensive and bespoke CPD programme throughout the year and have a good record of upskilling staff at all levels. As all children have an EHCP and are working significantly below age-related expectations, the role is more likely to suit those who are trained/experienced within Early Years, Primary or Special settings. ECTs and those with SEN/autism experience are also welcome to apply. We operate an EYFS/Primary model of teaching up to and including Year 13 with some specialist teaching in Y10-13.

We can offer you the opportunity to make life-changing differences to children, and work with a supportive, caring, dedicated staff and MAT.

Job Description

Main purpose of the job:

To deliver high-quality, personalised education to pupils with Social, Emotional and Mental Health (SEMH) needs who are unable to attend the SEMH provision. The Home Tutor will work directly with pupils in their home environment, providing engaging educational support, promoting positive outcomes, maintaining safeguarding standards, and supporting the pupil's progress towards reintegration into formal education where appropriate.

Key responsibilities of the job holder:

Teaching and Learning:

- Plan, deliver and assess individualised learning programmes tailored to each pupil's needs, abilities and Education, Health and Care Plan (EHCP) outcomes where applicable.
- Deliver lessons across core subjects, particularly English and Mathematics, and other curriculum areas as appropriate.
- Differentiate learning activities to meet individual needs and barriers to learning.
- Monitor pupil progress and maintain accurate records of attendance, engagement, attainment and achievement.
- Use a range of strategies to motivate and engage pupils who may have experienced difficulties in education.
- Support pupils in developing confidence, resilience, independence and positive learning behaviours.



SEMH Support:

- Build positive, trusting and professional relationships with pupils.
- Use trauma-informed and restorative approaches to support pupils with SEMH needs.
- Recognise and respond appropriately to emotional, behavioural and mental health concerns.
- Promote emotional wellbeing and encourage positive self-esteem.
- Implement behaviour support plans and risk assessments where required.

Communication and Partnership working:

- Maintain a strong awareness of safeguarding responsibilities and report concerns immediately in line with organisational procedures.
- Adhere to all policies relating to child protection, health and safety, confidentiality and data protection.
- Ensure safe working practices are followed when working in pupils' homes.
- Complete risk assessments and maintain professional boundaries at all times.

General Requirements

Safeguarding: Demonstrate a clear commitment to safeguarding and promoting the welfare of children and young people, adhering to all policies and statutory guidance, and reporting concerns promptly in line with our procedures.

Equity, Diversity and Inclusion: Promote an inclusive culture that values diversity, ensures equality of opportunity, and challenges discrimination in all its forms.

Health and Safety: Take reasonable care for your own health and safety and that of others, complying with all relevant policies, procedures and risk assessments.

STARS Values: Consistently model and promote our STARS values, contributing positively to our culture and reputation.

Sustainability: Support our commitment to environmental sustainability through responsible use of resources and sustainable working practices.

What we offer

- Friendly, enthusiastic, delightful pupils and students who teach us something new every day
- A committed and caring staff team who support and develop each other
- A proactive and supportive SLT who are actively mindful of workload
- A collaborative approach to planning and problem-solving
- A comprehensive induction and an ongoing extensive CPD programme
- Opportunities to develop your skills and talents
- Small class sizes with high staff/pupil ratio
- Free parking on site
- Advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential Occupational Health and Employee Assistance Programmes
- Excellent Pension Schemes - Including employer contributions to the Teachers' Pension Scheme, Local Government Pension Scheme, or Nest.
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free Onsite Parking - available at our schools.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.

Our Values

SUCCESS

Success is for all. We create a culture of continuous improvement, encouraging all learners and staff to strive to be better, and succeed.

TEAMWORK

We work together to maximise the talent and abilities of all, with our learners central to every choice we make.

ACHIEVEMENT

We have ambition for our learners and staff so that they can achieve and exceed with courage, resilience and determination, realising their own unique potential

RESPECT

We empower our learners and our staff to be respectful, to value diversity and to maximise this as a talent and strength.

SERVICE

Our purpose is to serve our learners and our communities. Leaders at every level serve with integrity, ensuring our learners achieve and progress in society.

Person Specification

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Qualifications	Essential	Desirable
Qualified Teacher Status (QTS), QTLS or recognised teaching qualification.	√	
GCSE Grade C/4 or above (or equivalent) in English and Mathematics.	√	
Experience	Essential	Desirable
Experience of teaching children or young people with SEMH needs.	√	
Experience of delivering personalised learning programmes.	√	
Experience managing challenging behaviour positively and effectively.	√	
Experience of working with vulnerable pupils or those at risk of exclusion.	√	
Experience within alternative provision, PRU or specialist SEMH settings.		√
Experience of home tuition or outreach teaching.		√
Knowledge and Skills	Essential	Desirable
Understanding of SEMH needs and their impact on learning.	√	

Knowledge of safeguarding and child protection requirements.	√	
Ability to develop positive relationships with pupils and families.	√	
Strong communication, organisation and record-keeping skills.	√	
Ability to work independently and manage own workload.	√	
Competent IT skills for maintaining records and preparing resources.	√	
Knowledge of EHCP processes and SEND legislation.		√
Mental Health First Aid, Team Teach or equivalent behaviour management training.		√
Personal Qualities	Essential	Desirable
Patient, empathetic and resilient.	√	
Flexible and adaptable approach.	√	
Professional and reliable.	√	
Positive role model for young people.	√	
Committed to inclusion and improving outcomes for vulnerable pupils.	√	

Safeguarding Statement

This post involves regulated activity with children and young people. The successful applicant will be required to undergo an enhanced Disclosure and Barring Service (DBS) check and comply with all safeguarding and child protection requirements.

Key Performance Indicators

- Pupil engagement and attendance in tuition sessions.
- Progress towards academic and personalised learning targets.
- Quality of record keeping and reporting.
- Positive feedback from pupils, families and professionals.
- Contribution to successful reintegration into education where appropriate



How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form, please view our vacancies page [here](#).

