Business Group
Y Schools Queensland

Classification
Y Schools Queensland Enterprise Agreement 2024

Employment Type
PPT, PFT, Fixed term, Cas

Child Facing Role
Yes ☒
No ☐

Screening Requirements
All Y Queensland employees must have a:

- *National Police Check*

Role specific requirements:

- *QCT Registration*
- *First Aid & CPR*

Reports to:
Head of Campus/School for operational matters, with curriculum and pedagogy support from the Teacher in Charge on site.

Supervises:
N/A

Position Description

Teacher

Role Purpose

Teachers at Y Schools Queensland play a vital role in re-engaging young people with learning and supporting them to achieve meaningful academic, vocational, and personal outcomes across Years 7–12. Working in flexible, multi-age classrooms, teachers deliver curriculum aligned with the Australian Curriculum (Version 9) for junior years and QCAA Applied and General syllabi, Short Courses, SAS competencies, and vocational training for senior years.

Teachers design engaging, differentiated, and inclusive programs that meet the diverse learning, wellbeing, and engagement needs of students. They work collaboratively with Youth Workers, Teacher Aides, Pathways teams, and other support staff to ensure students feel safe, valued, and equipped for successful transitions – whether that is into senior schooling, vocational pathways, or post-school destinations.

This role will be performed in accordance with the duties, conditions, and professional standards set out in the Y Schools Queensland Enterprise Agreement 2024, relevant legislation, and the policies and procedures of Y Schools Queensland.

Your Key Responsibilities

Typical role responsibilities include, but are not limited to:

1. Curriculum and Instruction

1.1 Deliver high-quality teaching and learning programs aligned with the Australian Curriculum (Years 7–10), QCAA Applied and General syllabi, Short Courses, or SAS competencies.
1.2 Tailor learning experiences to suit multi-age classrooms and students engaged in flexible attendance, part-time learning, work placements, or vocational programs.
1.3 Embed targeted literacy and numeracy strategies to address learning gaps, particularly in junior years.
1.4 Apply Universal Design for Learning (UDL) and trauma-informed practices to increase accessibility, engagement, and success for all learners.
1.5 Collaborate with the Teaching and Learning team to plan and implement consistent TLAPs, assessment tasks, and curriculum resources aligned to school priorities.

2. Student Wellbeing and Engagement

2.1 Establish positive, respectful relationships with students and embed co-regulation, restorative practices, and strengths-based approaches to behaviour support.
2.2 Work in partnership with Youth Workers, Teacher Aides, and other staff to respond holistically to student wellbeing and social-emotional needs.
2.3 Promote consistent classroom routines and a safe learning environment that builds student confidence and self-worth.
2.4 Liaise with parents/carers and relevant staff to support attendance, pastoral care, and wellbeing plans.

3. Assessment, Reporting, and Data Use

3.1 Administer and use data from NAPLAN, PAT, formative and summative assessments (and QCAA requirements in senior years) to plan, differentiate, and evaluate learning.
3.2 Track and record student attendance, engagement, achievement, and adjustments.
3.3 Participate in internal and external moderation, including QCAA Endorsement (senior) and Y Schools quality assurance processes.
3.4 Provide timely, constructive feedback that promotes a growth mindset.
3.5 Implement and manage Access Arrangements and Reasonable Adjustments (AARA) where applicable.
3.6 Complete academic and wellbeing reporting, contributing to semester reports and case management documentation.

4. Transition and Pathways Support

4.1 Prepare junior students for transition to senior schooling, addressing academic and social readiness.
4.2 Support senior students with the completion of QCE requirements, VET qualifications, and post-school planning
4.3 Collaborate with the Pathways team to support SET Plans, career exploration, work experience, and vocational learning opportunities.

5. Professional Practice and Collaboration

5.1 Participate actively in collaborative planning, campus team meetings, reflective practice meetings, and professional learning.
5.2 Engage in goal setting, classroom observations, and coaching sessions with your Teacher in Charge and Teaching and Learning Coach.
5.3 Contribute to moderation, curriculum reviews, and school-based resource development.
5.4 Attend and contribute to parent/carer meetings and case management sessions.

6. School-wide Contribution and Compliance

6.1 Complete administrative tasks and documentation accurately and on time.
6.2 Adhere to Y Schools Queensland policies, legislative requirements, and professional expectations.
6.3 Take classes and adjust teaching duties as directed by the Head of Campus/School to meet operational requirements, demonstrating flexibility to work across different year levels, subjects, or campuses as needed.
6.4 Contribute to school-wide events and programs that build student connection.
6.5 Uphold the values of Y Schools Queensland in all interactions.

Safeguarding Children Requirements

The status for your position as either child-facing or non-child-facing is outlined on page one of your position description. The YMCA has requirements for both child-facing and non-child-facing roles which are indicated below.

Safeguarding Children - Child-Facing Roles

- Declare anything you become aware of through the course of your engagement with the YMCA which a reasonable person would consider could impede your suitability to have contact with children and young people.
- Act as an extended guardian towards children and young people where you have interactions and always take reasonable steps to prevent abuse and neglect.
- Adhere to all policies and procedures relating to safeguarding children and young people and the Safeguarding code of conduct.
- Update your details whenever these changes, with the relevant department administering the working with children check or equivalent in your state/ territory of residence, as required by applicable laws.
- Report any suspicions, concerns, allegations or disclosures of alleged child abuse/ neglect in line with procedures.

General Requirements

- Support the management of a workplace that supports diversity including gender, cultural and generational diversity; provide equal employment opportunity and foster a respectful, inclusive workplace.
- Comply with all Policies and procedures
- Maintain confidentiality of all YMCA information, records and files.
- Complete the YMCA Induction and other required training as required by

organisational policy and procedures.

- Uphold, promote and comply with the policies, mission and values of the YMCA.
- Any other duties as determined by the Chief Executive Officer as required.

Health and Safety

WHS Responsibilities for All Employees / Volunteers

- Take reasonable care to ensure their own safety and health and that of others, and to abide by their duty of care provided for in the legislation.
- Be familiar with the YMCA WHS Policy and other health and safety policies, procedures and requirements.
- Accept responsibility and accountability for compliance and cooperation with all WHS policies, procedures and practices established by the YMCA.
- Report all hazards, near-misses, incidents and injuries in accordance with organisation policy and procedures.
- Wear appropriate clothing, footwear and protective equipment for the work performed and work environment.
- Properly use equipment, including any relevant safety equipment or devices.
- Participate in discussions and consultation on the management and resolution of WHS risks.
- Accurately complete all required WHS documentation relevant to position and work activities being undertaken
- Continually monitor the workplace for hazards so as to minimize the risk to both customers and staff.
- Make suggestions for improvements to health and safety practices within the workplace.
- Take reasonable care for your own health and safety and that acts or omissions do not adversely affect the health and safety of others.
- Comply with any reasonable instruction that is given by the YMCA for ensuring health and safety.

Key Physical Requirements

- Walking / standing – Frequent
- Sitting – Frequent
- Driving - Occasional
- Squatting/ bending/kneeling – Occasional
- Working outdoors – Occasional
- Fine motor skills (keying, typing) – Frequent
- Gross motor skills (e.g. setting up, packing up) – Occasional
- Lifting/carrying up to 10kg – Occasional to Frequent

(Key = Occasional 1-33%, Frequent 34-66%, Constant 67-100%)

Qualifications, Licenses and Professional Registrations:

- QCT Registration
- National Police Check
- CPR & First Aid

Your Key Capabilities in Relation to Position

- Current Registered Teaching Qualifications and relevant experience.
- Current First Aid Certificate and CPR Qualifications.
- Ability to apply appropriate knowledge in order to plan and prepare teaching and learning programs to meet the diverse characteristics, needs and learning styles of students who are at risk of disengaging from education, whilst ensuring program delivery is consistent with relevant syllabi, curriculum policies and vocational objectives.
- Knowledge of and the ability to implement effective and inclusive teaching and learning processes, including the use of learning technology and assessment, to establish an appropriate learning environment in which students are encouraged to work toward their potential.
- Ability to communicate effectively with students including the use of appropriate interpersonal skills and the ability to plan and apply appropriate behavior management strategies that contribute to the establishment and maintenance of a supportive learning environment.
- Work successfully in a small team and within the schools' philosophy & ethos to establish productive partnerships and achieve educational outcomes.
- Be able to demonstrate the importance of following procedures and ensuring a safe educational environment at all times.
- Complete a National and/or International Police Check prior to employment and at the discretion of the Y;
- Currently possess, or be willing to obtain, a positive notice Blue Card in accordance with the Working with Children (Risk Management and Screening) Act 2000.
- Achievement of Y's Safeguarding Children Training Certificate and complete annual refresher training.