

# Job Description and Person Specification



## Lecturer in Health and Social Care and Early Years

**Salary:** Incremental scale £32,837 to £44,149pa inclusive  
(Please read "Explanation of Lecturer Salary" attached)

**Hours:** 36 hours per week (24 teaching hours per week)

**Leave:** 47 days annual leave plus Bank Holidays  
plus up to 5 days Christmas efficiency closure

**Reports to:** Curriculum and Quality Team Manager

**Location:** This post will initially be based at the Main Campus, Isleworth.

**The purpose of the post is:** to teach on Health and Social Care, Early Years and related courses. There may be the possibility of teaching on Access to HE courses.

### Teaching

1. Assist the Curriculum and Quality Team Manager in the development of student-centred teaching/learning strategies and deliver high quality teaching and learning.
2. Advise and assist the Curriculum and Quality Team Manager with regard to course development and modification. Writing yearly course reviews and keeping careful monitoring processes.
3. Negotiate targets for performance with the Curriculum and Quality Team Manager and ensure that agreed action is taken to ensure continuing improvement to the quality of the provision.
4. Liaise with other lecturers and other appropriate staff regarding matters of assessment, student progress, work placements and other organisational matters.
5. Ensure that individual learning reviews are kept up to date and learners are supported to meet their targets and develop employability skills.
6. Report to and consult with the Curriculum and Quality Team Manager to ensure that agreed practices are consistently followed, particularly in respect of all review, evaluation and planning activities, including team meetings.
7. To undertake the duties of a course leader for level 1-5 courses including quality assurance of schemes of work, assignments and student learning reviews.
8. Prepare students' references for employment, Further and Higher Education.
9. Ensure students are entered for appropriate examinations.
10. To assess and give supportive feedback to learners in line with Awarding Bodies/College guidelines so that they achieve qualifications within contracted time.

11. To support learners to raise their technical and interpersonal skill levels and confidence to ensure that qualifications are achieved, within agreed time.
12. Support and guide learners and work with existing and new employers to find suitable work placements
13. To ensure all regulatory Health and Safety Standards are maintained by employers and learners or during training delivery/inductions
14. To ensure the recruitment process identifies learners of the correct calibre and eligibility for the course they are applying for.
15. To ensure they are familiar with the common inspection framework in order that the delivery of lessons meets the requirements.
16. Arrange for students to receive advice regarding careers and further educational opportunities from Careers Advisory staff.

### **General**

1. Promote and support equality of opportunity in all aspects of the post, and undertake training where necessary, in accordance with the agreed equal opportunities policy.
2. Promote a positive image of the college in all contact with students, employers and professional bodies in order to uphold the colleges principles and values.
3. Contribute a mutually supportive approach to the achievements of the mission and strategic objectives of the college.
4. Adhere and comply with the college financial regulations.
5. Participate in relevant promotional and marketing events.
6. Liaise with appropriate student support agencies within the college, e.g. college counsellors, nurses, student liaison officer.
7. Liaise as required with relevant external agencies.
8. Undertake additional duties at enrolment times as required, interviewing of prospective students, including evening work/possible Saturdays.
9. Carry out such other related duties as may be required by Curriculum Quality Team Manager/Director.
10. To promote a positive learning environment that meets all the needs of the learners.

# Person Specification

Please study the items in this person specification carefully and when completing your application form try to describe your knowledge, skills and experience in terms of those particular items:

1. Possess a degree level qualification relevant to Health and Social Care and Nursing knowledge.
2. Have relevant experience/qualification in Health and Social Care (all levels), Nursing and/or Midwifery. Be willing to teach in a related area.
3. Show commitment and be able to provide evidence of continuous professional development and demonstrate its impact on teaching and learning.
4. Possess appropriate IT skills relevant to the post that relates to the delivery of lessons and to the day to day work needs.
5. Have a teaching qualification or be willing to obtain one within an agreed timescale.
6. Have a minimum of 2 years experience of teaching/training in Health and Social Care. **Experience of delivery on T level Programmes in Health and or Early Years** would be desirable
7. A minimum of 2 years' experience of teaching/training Access programmes/HE nursing programmes in further education, would be desirable.
8. Possess excellent communication skills.
9. Be able to work to deadlines or re-negotiate them when necessary.
10. Be a keen team player collaborating with other team members including the curriculum team leader and be supportive of colleagues at all times.
11. Be flexible and proactive in ensuring that team objectives are met.
12. Possess a Literacy and Numeracy qualification at Level 2
13. To have effective strategies that manages behaviour within the class.
14. To have up to date industry knowledge about current initiatives and legislations related to the Health and Care and Early Years Sectors.
15. To have updated knowledge on the Education Inspection Framework in relation to the delivery of lessons for the individual learners.
16. Possess the Training, Assessment & Quality Assurance (TAQA) qualifications for assessors and verifiers or be committed to attaining these awards.
17. Have an awareness and understanding of Safeguarding, Prevent and how to embed these into the curriculum
18. Have an awareness and understanding of equal opportunities

**Equality and diversity**

West Thames College champions excellence, integrity, equality and respect.

This means we aspire to the highest achievements for our students and the best possible working environment for our staff.

The whole college community - women and men, younger and older, from different, social and ethnic backgrounds, a variety of faiths, cultures and languages, lesbian, gay and straight, disabled and non-disabled – we are all treated with the same respect and entitled to the same chances to succeed.

We champion diversity because we know that a rich mix of people makes the college a more productive and creative place to study and work.

And we champion equality because it is the right thing to do.

**Closing date:** 20<sup>th</sup> April 2025  
**Reference no:** 1HAC001  
**Interview Date:** w/c 28<sup>th</sup> April 2025

## EXPLANATION OF LECTURER SALARY

1. Lecturers' salaries are on an incremental scale from point 7 to point 14 inclusive (£32,837 to £44,149). The pay scale is available on request.
2. All new entrants are placed on point 7 of the scale, which is £32,837pa inclusive, unless s/he has two or more year's experience, in which case the starting point is 8.
3. Where there is evidence of current earnings in excess of point 7, the applicant may be placed at the salary point higher than their current salary.
4. Progression from point 7 to 11 is automatic and is awarded annually on the anniversary of the date of appointment. In other words, every year the postholder will receive an incremental point increase (very approximately £1,000) in addition to the cost of living increase received by all staff.
5. When postholders have been at point 11 for one year, they will be invited to apply to progress to point 12 on the scale. Lecturers have to meet a simple set of criteria to ensure that they are performing satisfactorily and will then progress to point 12.
6. Progression from point 12 to point 14 is automatic and will be awarded annually on the anniversary of the date of appointment. Again, this means that every year the postholder will receive an incremental point increase (very approximately £1,000) in addition to the cost of living increase received by all staff.

# Conditions of Service

<b>Contract:</b>	Permanent
<b>Pension:</b>	Staff are entitled to participate in the Teachers Superannuation Scheme subject to its terms and conditions.
<b>Annual Leave:</b>	47 days annual leave plus Bank Holidays plus up to 5 days Christmas efficiency closure
<b>Teaching Qualifications:</b>	<p>Lecturing staff are required either to have upon commencement of employment, or to obtain within a specified period after commencement the qualifications required for the post.</p> <p>The type of qualification required and the time period for acquiring it, depend upon a number of factors, including the type of post that is held, the teaching that is undertaken, and whether the lecturer works full-time or part-time.</p>
<b>Hours:</b>	36 hours per week
<b>Probation:</b>	<p>Employees who commence their employment between 1 September and 31 May inclusive will be subject to 26 weeks probation before their employment can be confirmed as permanent.</p> <p>Employees, who commence their employment between 1 June and 31 August, and those with term time only contracts, will be subject to 36 weeks probation period before their employment can be confirmed as permanent.</p> <p>The extended period of probation is to ensure that there is an adequate period of “normal” working during which to provide support and assess an employee’s performance.</p>
<b>Disclosure:</b>	The post will be offered subject to an enhanced Disclosure satisfactory to West Thames College which will be conducted by the Disclosure and Barring Service.

## **Additional information for teaching applicants**

West Thames College is committed to striving towards being an outstanding college.

As part of our commitment we offer our staff an entitlement to strong and supportive line management along with staff development opportunities and we provide 3 dedicated Development Days per year for specific staff training.

### **IT Skills**

To enable us to meet our target of being outstanding we require that our teaching staff have a minimum level of IT skills:

- ability to use email
- understanding of WORD
- understanding of EXCEL
- ability to research via the internet
- ability to undertake basic IT trouble shooting

### **Literacy Skills**

In accordance with the Life Long Learning UK regulations teaching staff are required to possess specific levels of literacy skills.

You will be required to provide evidence that you possess literacy skills at Level 2 which is equivalent to GCSE English, grade C or above. If you are unable to provide this evidence you will be required to complete a skills test to assess your literacy skills.

The assessment consists of 40 questions and the pass mark is 30. The assessment can last up to one hour.

### **Induction**

We offer support and guidance to all new staff via our induction process. To identify the training needs and support required for new staff our selection process for lecturers will consist of the following:

1. A formal panel interview where you will be assessed against the person specification criteria.
2. A micro teach. You will be given a topic on which to prepare a micro teach and will be required to present this to a panel. If the topic is given on the day you will be given preparation time.

Training needs identified at interview will form part of your individual Induction training plan.

**If you do not possess the minimum requirement upon entry into the organisation your manager will identify your needs via the Induction or Probation process and you will be enrolled onto an in-house course to ensure you meet the standards required to undertake your role.**