



Lecturer in Beauty Therapy (with barbering)

Recruitment Information Pack



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Welcome from the Headteacher

I wish to welcome you to Bishopton Centre. We provide a safe, nurturing learning environment for students who have had difficulty in Mainstream education. We will support them to re-engage with school and learning. For most students a well-planned transition back into mainstream is the desired outcome. For some a rigorous assessment process may lead to a SEND route and a more differentiated pathway. For Year 11 a well-planned transition into further education, employment, or apprenticeships will be supported by our careers team.



To be successful we will work closely with the students that come to us and their families/ carers. We will identify what success will look like for the young person and plan a pathway of academic, therapeutic, and social activities.

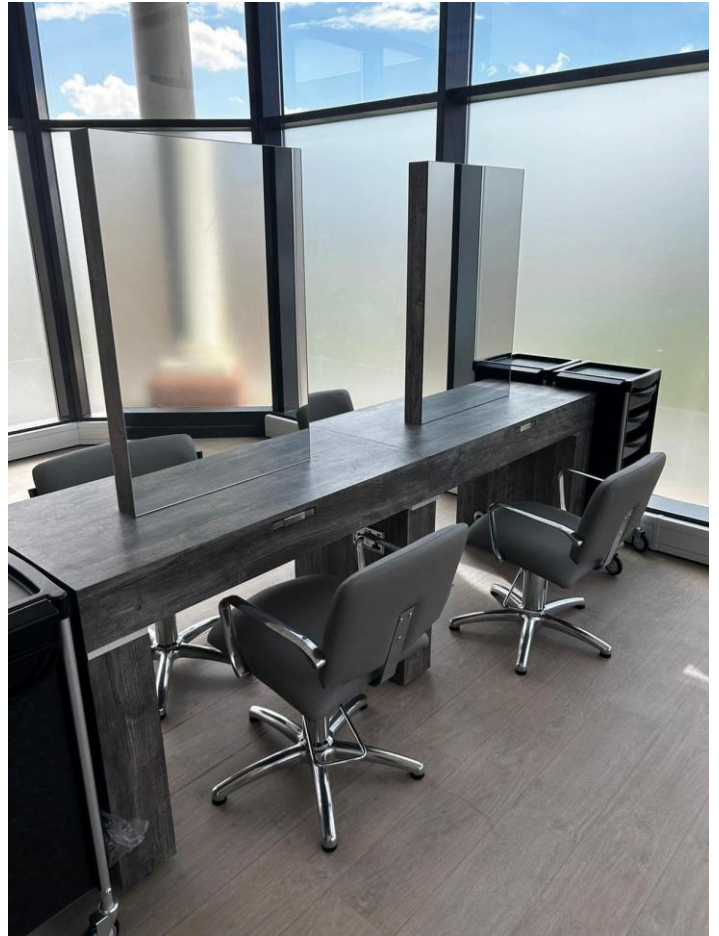
Students will be taught in a small group of usually 10 or less with a teacher and TA support. Relationships with their teachers will be strong. There is a great deal of emphasis placed on pastoral support and good behaviour will be rewarded. Each student will also have the opportunity to take part in our Outdoor education programme.

We work closely with our colleagues in other services to form a strong team of support around young people and families. This may include Educational Psychologists, Social care, youth support, SEND colleagues to name a few.

Acting Headteacher,

Tristan Keates

Our brand new, purpose-built beauty facilities



Application Process

The closing date for all applications is **11:59pm Wednesday 24th July**

Interviews will be held week commencing 1st August

Completed applications must be returned to chloe.bullen@northyorks.gov.uk

Recruitment Privacy Notice

Please contact us if you need an application form in a different format.

Please note this post is in regulated activity and exempt from the rehabilitation of Offenders Act 1974 and therefore subject to an enhanced DBS certificate and barred list check. An online search may be conducted for successfully shortlisted applicants.

Unfortunately we do not accept CVs.

An email will be sent to shortlisted candidates with details of the interview process.

Queries

Informal chats with our schools are welcomed. For queries or to arrange a call with the Principal / Head of Department, please contact:

Chloe Bullen at Chloe.Bullen@northyorks.gov.uk or on 01609 536 964

We actively welcome you to contact us to chat through the role and talk informally about the college / post and how working here will make a real difference to young people in the area.

Job Description – Lecturer in Beauty Therapy



Reporting to the Vocational Lead

Salary – Local Authority Support Staff Pay Scale Points 19 - 24

You will instruct, train, demonstrate and assess students on competency/skills based learning programmes within Beauty Therapy, and be responsible for any administrative tasks associated with the running of the programme.

Main Duties and Responsibilities

Teaching and Learning

- To teach across a range of Beauty Therapy curriculum, ensuring high quality teaching, learning and assessment, including the development of relevant resources.
- Identify and adopt the most effective teaching approaches for pupils with challenging behaviour and SEND and share approaches with other colleagues.
- To assist in the effective, efficient management and administration of Beauty Therapy curriculum.
- To provide support and guidance to students in assessment planning and subject delivery.
- To monitor standards of students' work in line with awarding body guidelines.
- Ensure compliance with study programme guidelines including monitoring and tracking of learner progress and planning support and interventions where necessary.
- Utilise school data to plan improvement in learner outcomes, ensuring accurate information is entered onto appropriate data systems.
- Maintain up to date knowledge of developments within industry, and contribute to planning new curriculum, course design and development.
- To develop and update personal professional expertise in the relevant areas.
- Identify and adopt the most effective teaching approaches for pupils with challenging behaviour and SEND and share approaches with other colleagues.
- Identify and teach study skills that will develop pupils' ability to work independently.
- Ensure pupils have the learning support materials needed to effectively access learning.
- To develop and update personal professional expertise in the relevant areas.

Recording and assessment

- To ensure that paperwork relating to students with challenging behaviour and SEND meets statutory requirements.
- Work with colleagues to set challenging targets for raising achievement among pupils with SEND.
- Ensure robust tracking systems are in place to collect and interpret specific pupil level assessment data allowing the school to identify value-added by its quality first teaching programme and intervention strategies.
- Set up systems for screening pupils' ability for vocational courses at "point of entry" identifying, assessing and reviewing provision for SEND children once identified.
- Develop understanding of learning needs and the importance of raising achievement among pupils.
- Attend CPD and assist SLT in mapping CPD opportunities for all staff.
- Keep parents informed about their child's progress.

Personal and professional conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality.
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities.

Person Specification – Lecturer in Beauty Therapy

| Criteria | Essential |
|----------------------------------|--|
| Qualifications and training | <ul style="list-style-type: none"> • Educated to level 3 or above and/or a professional qualification in Beauty Therapy or other relevant subject area • Minimum of Level 2 qualification in Maths and English • Level 5 Teaching Qualification, or willingness to work towards one • Assessor/Verifier Awards |
| Skills, Experience and Knowledge | <ul style="list-style-type: none"> • Demonstrable experience of working in the Beauty Therapy industry • Experience of teaching, training and assessing groups of learners • Course leadership experience • Curriculum development experience • Excellent communication skills • Ability to organise, deliver, train and monitor individual student progress throughout their study programme • Experience of working with pupils with behavioural difficulties |
| Personal Qualities | <ul style="list-style-type: none"> • High expectations for all pupils and belief in bringing out the best in all • Commitment to upholding and promoting the ethos and values of the school • Commitment to always act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the school • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality. |

APPLYING FOR A JOB WITH NORTH YORKSHIRE COUNCIL

IMPORTANT ADVICE ON COMPLETING THIS APPLICATION

Your application form plays an important part in your selection. Please ensure you address all the essential requirements listed in the specifications. The following advice should help you to complete the application form as effectively as possible.

Data Protection

The information that you state on this application form will be used by the school and the Council to consider you for a job vacancy. To find out about how we use your personal data for the purposes of recruitment please see our Privacy Notice at www.northyorks.gov.uk/working-us.

Rehabilitation of Offenders

The post you are applying for requires you to have an enhanced Disclosure and Barring Service criminal records check for work with children, with a barred list check if you work in regulated activity. This check for disclosure of criminal history will include spent convictions, pending prosecutions / current court proceeding and police enquiries.

Should you be shortlisted, you will be asked to disclose full details of your criminal history prior to your interview. This includes any information deemed relevant as part of Keeping Children Safe in Education which may arise in an online search undertaken on shortlisted candidates. This information may be discussed with you at your interview in order to assess job related risks, but we emphasise that your application will be considered on merit and ability and you will not be discriminated against unfairly. Failure to disclose this information will result in any offer of employment being withdrawn.

Please also see the policy statement on the Recruitment of Ex-offenders below.

Information in Support of your Application

Every post advertised is supported by a full person specification. The specification lists all the essential skills, experience and qualifications which are necessary for the job and the criteria against which you will be assessed, both through your application form and at interview.

As part of the application process, you may have been asked to demonstrate within this application form how you meet some or all of the criteria or key competencies outlined in the person specification. Rather than simply repeating your career history, look at the skills and experience required by the job and provide evidence that you possess them by giving **specific and detailed examples** which include a focus on outcomes and on your own contribution to the scenario. Try to use different and varied examples wherever possible.

When completing these sections, do not forget the skills and experience you have gained outside full-time work. Outlining your previous work experience or other responsibilities may help you to uncover skills which you have taken for granted and which are clear signs of your ability to do the job.

Canvassing

You must not try to influence an elected Council Member, any council employee or a member of the school governing body, to act in your favour, as this will disqualify you. If you are related to a Councillor, a Council employee or a governor you must indicate this in the relevant section of the application form.

Policy Statement on the Recruitment of Ex-offenders (Source www.gov.uk)

1. As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), this school complies fully with the DBS [code of practice](#) and undertakes to treat all applicants for positions fairly.
2. This school undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.
3. This school can only ask an individual to provide details of convictions and cautions that it is legally entitled to know about. Where a DBS certificate can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 as amended, and where appropriate Policy Act Regulations as amended) this school can only ask an individual about convictions and cautions that are not protected.
4. This school is committed to the fair treatment of its staff and potential staff, regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical/mental disability or offending background.
5. This school has this written policy on the recruitment of ex-offenders, which is made available to all DBS applicants at the start of the recruitment process.
6. This school actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. Candidates are selected for interview based on their skills, qualifications and experience and criminal record information is only requested from short-listed candidates.
7. A disclosure is only requested from the DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs will contain a statement that a DBS certificate will be requested in the event of the individual being offered the position.
8. This school ensures that all those who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences.
9. This school also ensures that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.
10. At interview, or in a separate discussion, this school ensures that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.
11. This school makes every subject of a criminal record check submitted to DBS aware of the existence of the [code of practice](#) and makes a copy available on request.
12. This school undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.