# JOB DESCRIPTION

PERSHORE COLLEGE

**Post Title:** **Lecturer in Health and Social Care**

**Salary Range:** **£27,841 - £38,922 pro rata, per annum**
**(Lecturer Salary Scale Points 1-7)**
*£19,488.69 – £27,245.39 per annum - Salary estimation based on 25.9 hours per week, 52 weeks per year*

**Contract:** **Permanent / Part Time**

**Reference:** **CS12519**

Eligible FE teachers may be able to claim a levelling up premium payment for teaching specific courses in various subject areas.

You must be in the first 5 years of your FE teaching career to claim. This means it must be 5 years or less since you started your first role with teaching responsibilities at an FE provider. If you were employed as a teacher in FE in the 2019 to 2020 academic year or before, you're not eligible to claim.

To find out more or to see if you would qualify, please follow the below link.

**Levelling Up Premium >**

## PROTECTION OF CHILDREN

Any offers of appointment will be subject to a Disclosure and Barring Service (DBS) check (formerly CRB), a certificate of good conduct if applicable, plus receipt of satisfactory references, Occupational Health clearance, an understanding of safeguarding and qualifications verification. An Enhanced DBS check is required for this position as you will be working within 'Regulated Activity' within a specific place (i.e. the College).

This role is classed as working within Regulated Activity. It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. By applying for this position, you agree to an Enhanced DBS check in line with DBS regulations.

**WCG Child Protection Procedure >**





## ABOUT PERSHORE COLLEGE

Warwickshire College Group (WCG) is a forward-thinking, multi-campus educational institution rooted in the Midlands and dedicated to empowering learners, driving regional prosperity, and addressing national priorities. **Pershore College** is a nationally recognised centre for excellence in horticulture, agritech, arboriculture, and inclusivity. This established reputation now supports a broad curriculum, including academies for construction and sport. Students also train in health and social care, hair and beauty, graphic and media art, and veterinary nursing. **Powered by WCG, Pershore College** is one of our diverse campuses across Warwickshire and Worcestershire, WCG combines tradition with innovation to deliver education that transforms lives and shapes futures.

**To learn more about the WCG Strategic Approach, read our Impact Strategic Plan 2025-2028:**

**WCG Impact Strategic Plan 2025–28 >**

## BACKGROUND TO THE POST

As one of the largest further and higher education colleges in the UK, with unique colleges across two counties, we aim to deliver learning experiences which lead to the development of wider skill bases and improved destinations for all of our students.

Our recent Ofsted inspection highlights our success and strong focus both on students and on meeting industry needs. We are also one of only five colleges in the UK to be granted Foundation Degree Awarding Powers by the Privy Council – meaning our higher education academic quality and standards are equal to any university.

## MAIN TASKS

- **Teaching:**
  The person appointed will be able to contribute to the teaching programme delivering the subject.
- **Preparation and Assessment:**
  The person appointed will develop and produce teaching materials as required and the relevant paperwork associated with the planning and assessing of the course. He / She will undertake assessment, produce a relevant scheme and keep accurate records.
- **Administration:**
  The person appointed will undertake administrative tasks relating to the programme(s) that they teach on and College requirements, under the guidance of the Head of School.
- **Quality Systems:**
  The post holder will undertake Internal Verification as required by the line manager. The College has a lesson observation process and all lecturers will have an observed lesson each academic year.
- **Health and Safety:**
  To ensure a safe working environment for colleagues, students and visitors in line with the HASAW Act and the College Health and Safety Policy.
- **Safeguarding:**
  Safeguard and promote the welfare of children and at-risk adults for whom you are responsible and whom you come into contact with.

**In order to support during busy exam periods, you may be asked to undertake exam invigilator duties. The College will provide training.**

The list of duties is not exhaustive but outlines the main features of the post at appointment and may vary as the job evolves without affecting the nature of the duties or the responsibility level.

## HOURS OF WORK

The postholder will be expected to work such hours as are necessary for the proper performance of their duties and responsibilities, normally 25.9.

## LEAVE ENTITLEMENT

The College offers a generous leave entitlement of 48 days leave (includes 35 days leave, 8 statutory Bank Holidays, 4 College closure days at Christmas and an annual Relaxed Day) pro rata for part time.

## PLACE OF WORK

The principal place of work will be the College's premises based at our **Pershore College**. However, the post holder may be required to work on either a temporary or an indefinite basis at any premises at which we may provide services.

## OFFERS OF WORK

For the successful candidate a conditional offer of work will be made. Our offer of work will be conditional upon a number of mandatory pre-employment checks, to include but not limited to: DBS, Barred List check, right to work check, internet search, TRA check (academic posts).

## EMPLOYEE BENEFITS

**When you join WCG we offer you a whole host of employee benefits, including**:

- Comprehensive training programme.
- Generous leave entitlement plus up to four free College Closure days a year
- WCG offers all employees who are carers the option to request a period of Carer's Leave that is equal to their usual working week, paid at their normal pay.
- Leadership & Management training programme to develop our next generation of managers.
- Superb health and wellbeing support with Wellbeing@WCG.
- The opportunity to join our voluntary health cash plan run by Health Shield.
- Discounted Full Cost Recovery courses.
- Cycle to work scheme.
- Discounted hair and beauty treatments in our College salons.
- Pension schemes.
- Free will writing service.
- Free car parking on-site.
- Free flu vaccination voucher (available annually)

## TEACHING QUALIFICATIONS

The College values having a fully trained workforce to provide outstanding instructing and learning for our students, and has supportive teacher training pathways to help new colleagues thrive from day one. All student facing staff will be enrolled on our 8 week Teaching Essentials course as part of our onboarding programme.

And if you're not yet teacher qualified, don't worry — you'll follow a tailored training route linked to your role, with full guidance from our Quality Department after your appointment to get on to the Level 3 Award in Education and Training (AET).

## PERSON SPECIFICATION

**Physical Make-up**
Ability to perform the tasks as described in the job description. If you have a disability you should not be discouraged from applying, since there are schemes available within the College which allow for the provision of special aids, premises to be adapted and other appropriate support provided.

**Ways in which these schemes might help in particular circumstances can be discussed with the People Services department when making your application.**

| | | How it is Measured | |
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| **Attainments:** | | **Application Form** | **Interview** |
| **Essential** | A degree, HNC or equivalent qualification in a relevant discipline | • | |
| | GCSE grade A-C or equivalent qualification in Maths and English | • | |
| | Teacher Training Qualification or the willingness to undertake the courses required to gain this. | • | • |
| | Strong Administrative skills, including IT skills. | • | |
| | A willingness to undertake continuing professional development. | | • |
| | In order to ensure our students are being taught the latest skills there is a requirement for Lecturers to maintain their CPD and update industry specific skills on an annual basis. | | • |
| **Desirable** | Previous experience of teaching at the relevant level and subject. | • | • |

| **Key Experience and Attributes** | | | |
|---|---|---|---|
| **Essential** | The vision, drive and enthusiasm to achieve targets. | | • |
| | Excellent organisational skills with an adaptable and flexible approach. | | • |
| | Good time keeping and time management skills with ability to work to deadlines and targets. | | • |
| | Excellent interpersonal skills to work as a team member and to communicate effectively with students and industry organisations. | • | • |
| | Self-motivated with an ability to motivate others. | | • |
| | Ability to work effectively under pressure. | | • |
| | Enthusiasm and ambition for personal and College development. | | • |
| | A commitment to equal opportunities, inclusive learning, widening participation, and lifelong learning. | | • |
| | Ability to demonstrate an understanding and knowledge of safeguarding and promoting the welfare of children and at-risk adults. | | • |

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|---|---|---|---|
| | Ability to demonstrate behaviours which support the Core Values of the College. | | • |
| | Ability to demonstrate an understanding and knowledge of Equality & Diversity. | | • |
| **Desirable** | Working knowledge of information technology such as e-mail, the internet and other software applications. | • | • |

**Candidates should apply by sending a copy of their CV to jobs@wcg.ac.uk**

When selecting applicants for shortlisting, the panel will consider the requirements listed in the Person Specification above. You are, therefore, advised to ensure that your application addresses the issues raised by providing examples/evidence.

We are conscious of the time and effort spent on applications. We do thank you for your interest, and will let you know whether or not your application is successful at shortlisting. Due to the number of applications the College receives we are unable to provide feedback for candidates who are unsuccessful at shortlisting.

**The College regrets that it is unable to pay expenses incurred by attendance at interview.**