WORK AT SHIPLEY COLLEGE

Lecturer - Education, Early Years and Childcare

Shipley College - Great people, great place!

Hours: 35 hours per week, Full year post, permanent

Salary: £28,292 to £39,736 per annum

Closing Date: **Friday 27th November 2026 at 9am** (Early application is advised as we may close the role early if enough applications are received)

Interview Date: TBC

Start Date: ASAP (subject to satisfactory pre-employment checks)

WELCOME TO SHIPLEY COLLEGE

Inspire the Next Generation at Shipley College. If you are passionate about Education and Childcare and ready to shape the future workforce, Shipley College is looking for dedicated and enthusiastic Lecturers in Education and Childcare to support the continued growth of our Care and Education department.

This is an exciting opportunity to make a real difference, teaching across a range of programmes for our study programme students and helping learners take their next steps into higher education or meaningful employment.

About the Role

As a Lecturer at Shipley College, you will:

- Deliver high-quality teaching, learning and assessment across Education and Childcare programmes
- Support young people and adults to achieve their career aspirations
- Use your real-world industry experience to bring learning to life in the classroom
- Provide a person-centred learning environment, ensuring every student receives the support they need to succeed

Why Shipley College?

- We offer industry-relevant, up-to-date qualifications

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- Strong links with employers, collaborating on the design and delivery of learning
- A supportive, collaborative team environment focused on learner success
- Commitment to professional development and innovation in teaching

Who We're Looking For

We welcome applications from:

- Experienced teachers looking to further their impact
- Industry professionals ready to take their first steps into teaching

If you're new to teaching, don't worry — full training and ongoing support will be provided to help you grow into the role.

Make a Difference

Your passion, professionalism and commitment to care can help students develop the skills, confidence and values they need to thrive in life and work.

Join Shipley College and inspire the next generation of Education and Childcare professionals.

Benefits we offer include:	We are looking for someone who has:
• Enhanced Annual Leave • Enhanced pension contributions • Access to a free gym on-site • Reduced cost of train and bus travel* • Access to free on-site car parks • Professional Development opportunities • Shopping discounts with discount app • Occupational Health Services *qualifying period applies	• A relevant degree in Education or Childcare (or working towards) • A Professional teaching qualification (see person specification) and/or have significant industry experience in a relevant vocational area • Relevant successful teaching/training experience in Education / Childcare

How to Apply: Application forms can be obtained from www.shipley.ac.uk. Completed applications should be submitted to jobs@shipley.ac.uk.

Employment offers are subject to pre-employment checks, including DBS, references, online checks and the right to work. Shipley College is committed to safeguarding and promoting the welfare of children, young people and adults and expects all staff to share this commitment.	The College is actively committed to a policy of equality of opportunity for all through education and therefore encourages applications from all regardless of age, disability, economic status, gender, race, religion and beliefs or sexual orientation.

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Job Description

JOB TITLE	Lecturer - Education and Childcare
RESPONSIBLE TO	Head of Department

INTRODUCTION

The following information is provided to assist staff joining the College to understand and appreciate the work content of their post and the role they are to play in the organisation. However, the following points should be noted:

- Whilst every endeavour has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings, therefore, may have been used below, in which case all the usual associated routines are naturally included in the job description.

- Staff should not refuse to undertake work which is not specified on this form, but they should record any additional duties they are required to perform, and these will be taken into account when salaries are reviewed.

- Shipley College is an Equal Opportunities Employer and requires its employees to comply with all current equality policies in terms of equal opportunity for employment.

- Shipley College is committed, where possible, to making any necessary reasonable adjustments to the job role and the working environment that would enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

OVERALL PURPOSE OF THE JOB

To deliver an outstanding learning experience, in which your daily work shapes our students' future.

To be ambitious and to raise the aspirations of all that we work with, and to believe in all of our students - with no exceptions.

To scaffold and manage the progress of all students within your care, ensuring that they achieve their core qualifications whilst helping them to learn the broader skills and behaviours they need to be successful in life and work.

To work as part of the Shipley College team, in which we all contribute to the broader success of our college with a can-do attitude and unconditional, positive regard for all.

DUTIES AND RESPONSIBILITIES

- Deliver high-quality personalised teaching, learning, and assessment, using innovative methods that makes learning accessible and engaging
- Develop each student to their full potential by contributing to a culture of ambition through target setting and purposeful feedback
- Empower students to take charge of their learning, to think more critically, and to stretch themselves beyond the minimum
- Champion and celebrate success, creating opportunities for students to showcase their skills, behaviours and achievements
- Model our expected behaviours, maintaining positive classroom management, encouraging positive student behaviours and well-being, and acting in a timely manner to make impactful interventions when necessary
- Work within a reflective culture, evaluating course and personal performance, being open to and acting on feedback, and contributing to the success of the college as a whole
- Work collaboratively with employers to enhance our students learning experience; through masterclasses, employer-set briefs/projects and visits to the workplace
- Work collegiately, contributing to the success of cross-college projects and activities such as open evenings, parent/carer evenings, the delivery of large-scale examinations and showcase events
- Support your Head of Department to maintain the effectiveness and efficiency of your department through the maintenance of course and student documentation and engagement in college and departmental quality processes
- Commitment to developing yourself as a practitioner and curriculum expert through engagement with staff development (internal and external) and modelling the value of being a 'lifelong learner'

GENERAL

- To demonstrate a positive commitment to the implementation of the College's Equality Diversity and Inclusion Policy and the maintenance of a culture of continuous quality improvement, assurance and innovation.
- To be responsible for safeguarding and promoting the welfare of young learners and vulnerable adults, the post-holder is responsible for or comes into contact with.
- To undertake mandatory training and staff development/CPD training as required by the nature of this post and the range of duties described within this job description.
- To use IT as designated appropriate to the nature of the role.
- To act in accordance with the College's expectations as set out in the Staff Code of Conduct and contract of employment.
- To undertake such other duties commensurate with the grade of the post as may reasonably be required.

PERSON SPECIFICATION

ESSENTIAL CRITERIA

In your supporting statement please ensure you reference every point in this category. Applications which do not address each point in the essential criteria will not be progressed to interview. **If you do not meet all of the essential criteria, please do not progress with your application.**

Level 2 (equivalent) Qualification in Maths **(You must be able to evidence this at interview with original certificates)**
Level 2 Qualification in English **(You must be able to evidence this at interview with original certificates)**
A Degree (or working towards); or professional qualification; which is appropriate to the role/work or significant working experience in Education and/or Childcare

HIGHLY DESIRABLE CRITERIA

These points are scored the same as the essential criteria. In order to score highly, we strongly recommend that you reference every point in this category where possible.

Relevant successful teaching experience in education and/or childcare
A Teaching Qualification* or willingness to achieve one
Ability to work within a team
Excellent communication skills
Creative approach to problem solving
Highly motivated and able to inspire those around you to success
Flexibility
Ability to use initiative

N.B.*A Level 3 Award in Education and Training within the first year of appointment (College funded) and a full teaching qualification must be achieved within 5 years (self-funded)

DESIRABLE CRITERIA

In order to score highly, we strongly recommend that you reference every point in this category where possible.

Ability to work flexible hours as required by the role
Knowledge and experience of Equality, Diversity and Inclusion
Knowledge or experience of Safeguarding
Knowledge of the PREVENT agenda

Message from the Senior Leader Team

Shipley College is a wonderful place to start (or to continue) your career and we are delighted that you are considering completing an application for a post with us.

Shipley College is a small, friendly place that really cares about every person that comes through the door and we pride ourselves on giving every student the individual support they deserve.

Situated in the UNESCO World Heritage Site of Saltaire, it is a great place to study and easy to get to by bus, train and car.

Our practical, vocational and work-related courses include Apprenticeships, full-time and part-time courses across a range of Departments. We are delighted that our Student Survey results and employer feedback continue to be extremely positive as we provide a fantastic learning environment for all our students.

We have a fabulous team of colleagues who give up an extraordinary amount of time to support their students and their fellow members of staff. The dedication and attention to quality they exhibit is what makes our college so successful. We are proud of the commitment and hard work of all the college's staff, students and governors and pleased that this has been recognised by Ofsted in our latest inspection.

If you meet the criteria of the post advertised and feel that you would enjoy working here, we hope you will make an application to join us!

Shipley College Mission Statement

To provide the highest quality, inspirational education and training that meets and exceeds the ambitions of individuals, businesses and communities.

OUR CORE VALUES – THRIVE!

Transformational: We champion lifelong learning, leading by example and fostering a culture of growth for all.

Heritage: We value our history and invest in our future.

Relationships: We build strong partnerships and work together to achieve shared goals.

Inclusion: We foster a welcoming, caring and equitable environment for you.

Vision: We inspire and support the pursuit of personal and professional ambitions, responding to a rapidly changing world.

Excellence: We are dedicated to delivering exceptional education and achieving outstanding outcomes.

98% of students agree that the College is a safe place to learn
96% of students agree that College staff are friendly and helpful

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