

Loughborough College Group

Job Description

1. Job Details

Job Title:	Lecturer in Hairdressing & Barbering (Part-time)
Department:	Hair, Beauty, Barbering & Sports Massage
Reporting To:	Curriculum Manager
Competency Level:	Teaching 2
Hay Grade:	G3/4
Salary:	£15,658.50 - £18,853 per annum (based on a FTE of £31,317 - £37,706)
Date of Job Evaluation:	October 2025
Date:	October 2025

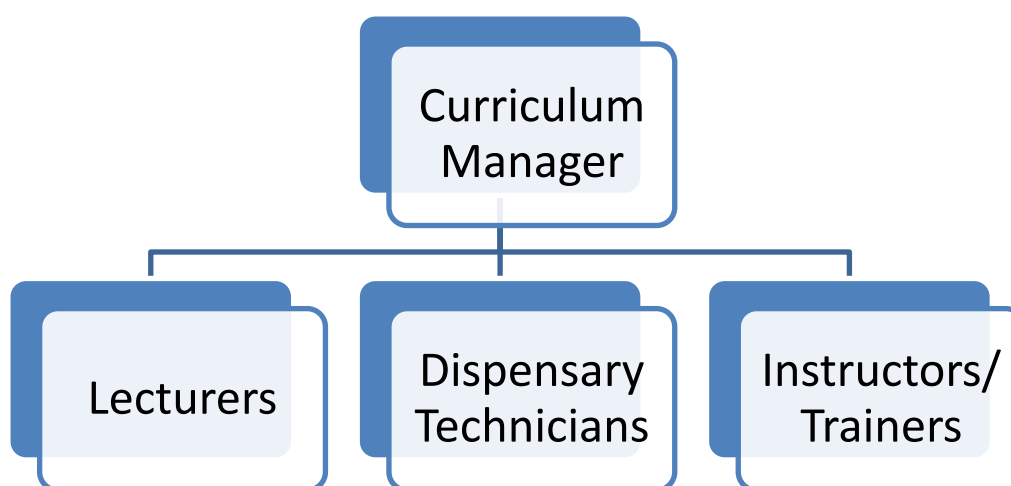
2. Job Purpose

To lead Hairdressing and Barbering programmes and deliver inspirational teaching and learning to support learners to succeed.

3. Dimensions

Not applicable.

4. Organisation chart



Name:	Job description Template	Owner:	HR
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5. Diversity and Inclusion

Loughborough College Group is committed to operating with Fairness, Respect, Equality, Diversity, Inclusion and Engagement at the heart of our organisation.

We are all responsible for ensuring that all individuals receive the same opportunities to develop, grow and achieve their full potential, regardless of personal circumstances and individual differences.

Our FREDIE values are relevant to the whole College community and support the way in which we work and interact with each other.



6. Key Responsibilities

Role specific responsibilities

- Lead on Hairdressing and Barbering programmes.
- To prepare, plan and deliver innovative and effective lessons relevant to the subject and qualification.
- Plan and prepare for quality assurance activities
- To adapt all lessons in line with student needs
- To regularly assess learners progress and report on when required
- To track and monitor learner progress to identify those 'at risk'
- To provide effective intervention strategies to ensure the success of all learners
- To assess all NEA work in line with exam board guidance
- To engage with internal and external moderation processes
- To support and coach learners
- To contribute to the development of the curriculum
- To operate and comply with the College's administrative systems and quality assurance systems standards
- To continuously develop and update own personal, professional, teaching and specialist skills and competences

- To fully engage with the College’s TalkTLA strategy
- To attend and actively participate in team meetings and in planning, recruitment and consultation events
- To actively support and promote the College’s commitment to equality of opportunity and diversity, working closely with the Learner Support Team
- To promote and safeguard the welfare of children, young people and vulnerable adults
- To promote British Values and adhere to the PREVENT strategy as necessary
- To modify duties and responsibilities as required by Curriculum Manager and other members of the sixth form management team.

Core Responsibilities

- To promote the College’s vision, mission and strategic objectives and to promote the values and behaviours which underpin them at all times.
- To act as an ambassador for the college in dealings with all external agencies (other colleges, funding bodies, suppliers, learners, parents and employers) and to maintain the highest standards of professional conduct.
- To promote Loughborough College and its subsidiaries as the first-choice destination for learners, employers and staff alike.
- To proactively promote equality of opportunity in all aspects of the work role and to assist in the leadership and management of compliance to the agreed Health & Safety policy and practice.
- To promote a positive approach to security and discipline within the College community.

7. Key Result Areas

Action	Result
Lead programmes and deliver inspiring teaching and learning.	Ensure the success of all learners.
Monitor the performance of learners against target grades and implement intervention strategies as appropriate.	Ensure the success of all learners.
Fully engage with the personal tutorial programme, providing excellent support and guidance.	All learners supported to achieve.

8. Key Working Relationships and Communications

Internal: Learners, teaching and support team, Curriculum Manager, Head of Operations

External: Parents and other stakeholders

9. Competency Profile

The following profile is a description of the required competencies of the role:

Working with Excellent People	Responsiveness
Inspires people to reach great heights of performance and success through leadership considering the FREDIE values. Effectively manages team to deliver a service, providing clear direction and support. Increases employee engagement Communicates with impact and sophistication; adapts style and uses varied media to meet different audience needs.	Handles change with responsiveness and adaptability. Looks for opportunities to do own job better; puts forward ideas. Always considers longer term impact of own tasks Uses a structured and collaborative approach to solving problems in own and related work areas. Reaches clear, definite and timely decisions based on thorough understanding of the facts and an eye to their practical implications. Multi-tasks and consistently delivers own and team objectives on time and to standard.
Ensuring Financial Sustainability	Self-Awareness
Works efficiently; makes best use of the College's resources. Own work consistently contributes to the strategic aims of the College.	Maintains a healthy and safe environment for College people and visitors. Swiftly implements changes to keep up with legislation and best practice. Improves diversity, equality and inclusion in own area; challenges inappropriate behaviours. Understands self and others; communicates with sensitivity; handles difficult people and events effectively.
Delivering Excellent Quality	
Anticipates customer needs; prevents poor service; delivers consistently high-quality service. Credibly represents the College by demonstrating a superior knowledge of subject area - current and related topics. Takes ownership for own development, supports that of others and develops beyond own role. Uses online collaboration and networking as a means of developing, exchanging and communicating information.	

10. Knowledge, Skills and Experience (Person Specification)

QUALIFICATIONS		ESSENTIAL	DESIRABLE	HOW ASSESSED
1.	Possess a full teaching qualification, e.g. PGCE, Cert. Ed, DTLS or willingness to complete this	•		Application/ Interview
2.	Possess a Level 2 & 3 qualification in Hairdressing	•		Application/ Certificates
3.	Possess a Level 2&3 qualification in Barbering		•	Application/ Certificates
4.	Possess an assessor qualification	•		Application/ Certificates
5.	Possess an internal verifier qualification		•	Application/ Certificates
6.	Possess qualifications in Maths and English Levels 4-9 (GCSE Grades A-C) or equivalent	•		Application/ Certificates
EXPERIENCE				
7.	Teaching experience in subject area & awarding body (City and Guild)	•		Application
8.	Have experience of teaching other subjects		•	Application
9.	Experience of having been a personal tutor or mentor		•	Application
10.	Have relevant industry experience	•		Application
SKILLS & KNOWLEDGE				
11.	Understanding of the subject and qualification specification	•		Interview
12.	Be able to work effectively as a team member	•		Interview
13.	Ability and interest to keep up to date with developments in subject areas and teaching pedagogy	•		Interview
14.	Excellent planning, administration and organisation skills	•		Application/ Interview
15.	Solid experience of having delivered success for students at Level 2 & 3 on C&G Hairdressing & Barbering programmes	•		Application/ Interview
16.	To have an understanding of Alps and Value Added	•		Application/ Interview
17.	Be able to work flexibly and under pressure, and to deadlines		•	Interview
18.	Demonstrate your understanding of diversity and inclusion	•		Application/ Interview
BEHAVIOURS				
19.	Demonstrate a commitment to self-development	•		Interview
20.	Demonstrate a commitment to equal opportunities, diversity and inclusion; The promotion of British values and an awareness of the requirements of the PREVENT strategy.	•		Interview

21.	Comply with professional standards at work	•		Interview
22.	Promote the College's equal opportunities policy and practices	•		Interview
23.	Ensure the safeguarding of students	•		Interview

Notes

1. A satisfactory Enhanced Disclosure & Barring Service check is required for this post. Loughborough College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
2. As part of this role, you are expected to undertake reasonable additional duties such as Exam Invigilation, Welcoming Students and Staff onto campus, supporting with open days and promoting a safe environment across the college. This is expected of you in the post mentioned above and all other posts within the College.
3. This job description and person specification was prepared in October 2025 and may be amended in light of changing circumstances following discussion with the post holder.

11. Job Description Agreement

Job Holder Signature		Date	
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