YEOVIL COLLEGE – JOB DESCRIPTION

Job Title:	Health and Social Care Lecturer – Bank Staff
Department:	Health, Life and Science Industries
Responsible to:	Curriculum Leader Health
Hours:	Variable bank hours, agreed for each assignment
Salary:	£28.84 - £37.17 per hour [YCHL4.1 to YCLH4.5] depending on skills and experience
Date of Issue:	November 2026

1. Job Purpose

To provide flexible teaching, assessment and learner support across Health and Social Care programmes when additional or cover capacity is required. When undertaking an agreed assignment, the postholder will work to the same teaching, safeguarding and professional standards expected of a College lecturer.

2. Main Responsibilities

- Deliver engaging, inclusive and appropriately sequenced teaching across Health and Social Care programmes, normally at Levels 1, 2 and 3, within the postholder's subject knowledge and occupational competence.
- Prepare for allocated teaching using the programme's agreed schemes of work, lesson materials and assessment plans, adapting delivery to meet learner needs.
- Assess and mark learner work accurately within agreed timescales and provide clear feedback that supports improvement.
- Complete registers, assessment records and other essential learner documentation promptly and accurately.
- Report all welfare or safeguarding concerns with the appropriate member of the curriculum team.
- Maintain high expectations of learner conduct, effort and achievement and apply College procedures consistently.
- Work collaboratively with curriculum staff, learning support and relevant College services, providing a clear handover where the assignment is temporary.

- Maintain current knowledge of Health and Social Care practice and use relevant sector examples to support learning.
- Contribute to induction, recruitment, tutorials, standardisation, internal quality assurance or curriculum events where these activities form part of the agreed assignment.
- Promote equality, diversity, inclusion, fundamental British values, safe working practices and appropriate professional boundaries.
- Follow College policies and procedures, including safeguarding, health and safety, data protection and confidentiality.

3. Bank Working Arrangements

- Work will be offered according to curriculum need and no minimum number of hours is guaranteed.
- Hours and duties must be agreed with the relevant manager before each assignment. Any preparation, marking, meetings or other duties to be paid must also be agreed in advance.
- The postholder is expected to fulfil all accepted assignments and notify the relevant manager promptly if they become unavailable.
- The role may provide planned cover, short-notice cover or specialist teaching. It is not intended to carry the full programme-management responsibilities of a substantive lecturer unless these are specifically agreed and authorised.

4. Other Duties

The Post Holder may be required to perform duties other than those given in the Job Description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence within such a project role and would not by themselves, justify the re-evaluation of the post. In cases, however, where a permanent and substantial change in the duties and responsibilities of a post occurs, consistent with a higher level of responsibility, then the post will be eligible for re-evaluation.

To participate in the College appraisal system and take responsibility for your own personal development.

5. Health and Safety

The post holder will agree, as part of the contract of employment, to comply with their duties under the Health and Safety at Work Act 1974, and any Health and Safety Regulations issued under the Act, and to cooperate with the College to enable it to carry out its health and safety duties under the Act. Failure to comply with health and safety duties, regulations, work rules and procedures regarding health and safety, may lead to disciplinary action.

6. Equal Opportunities

All staff have a responsibility to treat others with fairness, equality and respect in accordance with legislation, the College's equality and diversity policy and the College's Core Values.

Yeovil College wholeheartedly supports the principles of equality and diversity and opposes all forms of unlawful or unfair discrimination on the grounds of race, ethnic or national origin, gender,

gender re-assignment, disability, sexual orientation, religion or belief, age, marital status, family responsibility, pregnancy or maternity, trade union activity or unrelated criminal convictions.

All employees of the College have a responsibility for behaving and acting in a way that supports this policy and procedure and promotes equality and diversity as well as fundamental British values in all aspects of their work.

7. Safeguarding

Yeovil College is committed to prioritising and promoting safeguarding and protecting all children, young people and vulnerable adults from harm whatever, their age, gender, ethnicity, disability, language, faith and or sexual orientation. The term 'safeguarding children and young people' embraces both child protection and a preventative approach to keeping young people safe. 'Safeguarding' therefore encompasses learner health and safety, bullying, meeting the medical needs of those with medical conditions, providing first aid, security, support / safeguarding from drugs and substance abuse etc. This policy is applicable to all learners, staff, volunteers and visitors to Yeovil College as well as children who are in the care of learners whilst on placements and/or employees of Yeovil College and safeguarding is everyone responsibility.

Yeovil College – Person Specification

Job Title - Health and Social Care Lecturer – Bank Staff

	Essential	**Desirable**
Previous Experience	• Relevant recent Health and Social Care industry experience and/or vocational teaching or training experience • Experience of supporting learners, trainees or colleagues to develop their knowledge and skills.	• Teaching or assessing in further education or a comparable setting.
Qualifications	• Professional qualification in Health and Social Care at level 3 or above or a closely related field. • English and mathematics at Level 2 or equivalent.	• Teaching qualification or willingness to work towards one. • Assessor or internal quality assurance qualification. • Relevant professional registration, where applicable. • Relevant degree or equivalent higher-level professional qualification in Health and Social Care or a closely related field.
Knowledge and skills	• Strong subject knowledge and occupational credibility. • Ability to deliver inclusive and engaging teaching. • Ability to assess work accurately and provide constructive feedback. • Competent use of digital systems for teaching and administration. • Clear communication, reliable organisation and effective teamwork.	• Experience of Levels 1, 2 and 3 Health and Social Care provision.
Personal requirements	• Flexible and reliable approach to bank work. • High expectations of learners and self. • Commitment to safeguarding, equality, diversity and inclusion. • Ability to maintain professional boundaries and confidentiality.	
Ability to demonstrate the College values	• Aspirational – High ambition, expectation, and effort. • Collaborative – In it together. • Exceptional –Innovative and enterprising.	

	• Team YC – Doing amazing things.	

Where aspects of the person specification are shown as 'desirable' it is understood that the knowledge, skills or experience required could be achieved through relevant training which the College is committed to provide. In decisions on selection, however, preference will be given to those candidates who can already demonstrate competence in areas specified.

In addition to the candidates' ability to perform the duties of the post, the selection process will also explore issues relating to safeguarding and promoting the welfare of children and vulnerable adults. The candidates will also be tested with regards their openness to diversity.

Employment Checks

The appointment is subject to Yeovil College obtaining medical, Disclosure and Barring Services clearances, evidence to show you are legally entitled to work in the UK (under the Immigration, Asylum and Nationality Act 2006) and employment references satisfactory to us and evidence of relevant qualifications to the post.

Please note that if the above clearances and references are not consistent with the information provided by you then your offer of employment may be withdrawn.

Please be aware that this post requires an Enhanced DBS check based on the specific duties of the position.

The Police Act 1997 provides a statutory basis for certain criminal record checks to be used by establishments, to safeguard children and vulnerable adults to provide information on anyone seeking to engage in activities with children and young people which are exceptions to the Rehabilitation of Offenders Act 1974. Working at the College could involve substantial access to young people or vulnerable adults and is therefore exempt from the Rehabilitation of Offenders Act 1974. **You must therefore disclose any cautions, convictions or pending prosecutions you may have, even if they would otherwise be regarded as 'spent' under this Act.**

A conviction will not necessarily be a bar to employment at Yeovil College. Ask a member of HR for our 'statement on the recruitment of ex offenders'.

In performing our registered body duties, the College follows the Disclosure and Barring Service code of practice, and our Disclosure & Barring Service Handling Policy. Both these documents are available upon request from the HR team. The DBS Code of Practice can also be found here: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/474742/Code_of_Practice_for_Disclosure_and_Barring_Service_Nov_15.pdf