

Job Description	
Job Title:	Hairdressing Teacher
Responsible to:	Head of Teaching and Learning
Grade of Job:	Teaching Team
Rate of Pay:	TBC
Hours:	Fixed Term Contract (sickness cover until July 2025)

Main Duties:

Bridge Training Ltd is a small Independent Training Provider based in Gloucester City Centre. We are committed to delivering the highest quality of education and support in partnership with students, parents, and carers through a culture of dignity, inclusivity, respect, and ambition.

We are looking to employ a teacher in Hairdressing to teach young people aged 14-19 at Entry Level, Level 1, and Level 2 (with possible expansion to Level 3). The focus in this role is to ensure that current and future students receive a first-class experience that enables them to progress and attain their qualifications and to develop long-lasting employability skills. You will deliver a strong Hair programme that meets the needs of the students and the Bridge Training curriculum. Success is measured in terms of achievement and meaningful progression.

You should be a highly motivated with a 'can do approach' to education and driven to make a difference. You will be responsible for planning and teaching within the Hair curriculum and will ensure the effective delivery of a high-quality personalised learning experience that promotes equal access to success.

- To carry out professional duties of a teacher in accordance with Bridge Training policies under the direction of the Head of Teaching and Learning
- To be an effective professional who demonstrates knowledge within the vocational field, can teach, assess effectively, motivate students to achieve and progress, and take responsibility for own professional development and encourage the best in their students

Bridge Training is committed to safeguarding and promoting the welfare of young people and expects all staff to share this commitment.

Please note

This post is considered as Regulated Work with vulnerable children and/or protected adults; therefore, Bridge Training follow a Safer Recruitment Policy and process, **this appointment will be conditional on successful pre-employment and enhanced DBS checks.**

If you have spent more than 3 months working or living outside the UK in the last 5 years, then you will be required to present a copy of an overseas criminal record check. Details of how to apply and contact details can be found on the GOV.UK website.

We do not accept CV's, and we do not accept CVs by post or email. All our vacancies must be applied by completing an application form via nicki.price@bridgetrainingltd.co.uk

Bridge Training Ltd is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race,

disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.

This post is considered as Regulated Work with vulnerable children and/or protected adults; therefore, Bridge Training follow a Safer Recruitment Policy and process, and the post will require an enhanced DBS, ***you will be required to sign up to the DBS update service (fee reimbursed).***

You must hold a teaching qualification

Key Responsibilities

As a Hair teacher, you will provide education and deliver curriculum to a group of students with limited knowledge of the hair industry, covering a variety of skill levels. In addition to teaching, you will track and evaluate student progress, grade coursework and assessments, and foster a positive environment by celebrating their progress and accomplishments.

- Provide learning and assessment activities which meet curriculum requirements and the aims and needs of all the learners.
- Plan and use a range of effective and appropriate teaching and learning techniques to engage and motivate learners and encourage independence.
- Select and develop a range of effective resources, including appropriate use of new and emerging technologies ensuring they are inclusive, promote equality and engage with diversity.
- Establish a purposeful and motivating learning environment where learners feel safe, secure, confident and valued.
- Establish and maintain procedures with learners which promote and maintain appropriate behaviour, communication and respect for others, while challenging discriminatory behaviour and attitudes.
- Use listening and questioning techniques appropriately and effectively in a range of learning contexts
- Provide opportunities for learners to understand how the specialist area relates to the wider social, economic and environmental context.
- Work with learners to address particular individual learning needs and overcome identified barriers to learning.
- Evaluate the efficiency and effectiveness of own teaching, including consideration of learner feedback.
- Devise, select, use and appraise assessment tools, including where appropriate, those which use new and emerging technologies.
- Develop, establish and promote peer and self-assessment as a tool for learning and progression.
- Design and apply appropriate methods of assessment fairly and effectively.
- Apply appropriate assessment methods to produce valid, reliable and sufficient evidence.
- Collaborate with others, as appropriate, to promote equality and consistency in assessment processes, participating fully in internal and external verification.

- Ensure that learners understand, are involved and share in responsibility for assessment of their learning.
- Contribute to the organisation's quality cycle by producing accurate and standardised assessment information and keeping appropriate records of assessment decisions and learners' progress.
- Continually review and improve through a cycle of evaluation and measure success of impact on students and to ensure continuous improvement.
- To regularly update the website to ensure that it is relevant and current.
- Use our safeguarding reporting software, CPOMS as an integral part of keeping you and our learners safe.
- Manage your own professional development through undertaking relevant training and sharing best practice with other support staff.

General

- Promote to students and staff a safe and harmonious working environment in line with Health and Safety requirements, Code of Conduct, Safeguarding, Data Protection (GDPR), and the Equality Policy and ensure high levels of housekeeping.
- Ensure that all Health & Safety procedures are adhered to. (Weekly fire alarm tests, six monthly evacuations, identification of hazards of slips, trips and falls etc.) In accordance with Bridge Training risk assessments
- Participate in the Bridge Training parents evening and careers event.
- To partake actively in lifelong learning and constantly seek to perform more effectively through widening knowledge.
- The post holder will also undertake such other duties as may reasonably be required at the initial agreed place of work and other locations. In time the job may change and in consultation with the post holder, the job description will be revised and issued, as necessary. The appraisal process in place in the company will be the mechanism for instigating discussions and subsequent amendments to this document.

Benefits and Rewards

- Staff laptop
- Training and professional qualifications opportunities
- Small classes with specialist support (a maximum of 14 in any one class)
- Matched contribution pension scheme
- 35 days holiday (+ bank holidays) pro-rata per annum, with extra days given at Christmas.
- Free monthly car washing service
- Christmas and Easter closure period
- Team building events & paid Christmas Lunch
- Free and confidential advice, information, and counselling service
- Family friendly policies including compassionate leave, doctors and dental appointments.

Person Specification

Essential

- Teaching students with additional needs (SEND and/or gaps within education)
- Hold a relevant professional qualification in subject specialism (minimum of a Level 3, Advanced)
- Hold a recognised Teaching qualification PTTLS/CTTLS/DTTLS, CertEd, PGCE
- Minimum of level 2 literacy and numeracy or GCSE English and Maths grade C/grade 4
- Willingness to undertake Equality and Diversity and Safeguarding training
- Up-to-date awareness of industry practices
- The ability to deliver a high standard of teaching, learning and student support
- The ability to teach creatively adapting to the needs of a variety of students and willing to explore new teaching and learning strategies
- Exceptional Customer Service Skills
- Competent with the use of IT and MIS systems
- Experience of managing time to meet deadlines.
- Ability to follow instructions, spoken or written, accurately.
- Quick learner with the ability to work on your own as well as part of a team with good communication skills, including written, oral, and non-verbal communication.
- The ability to evaluate, reflect and continue to improve.
- Flexible and responsive attitude to the changing demands of the post
- Have a professional, friendly, non-judgemental attitude.
- Be articulate and approachable.
- Able to form and maintain appropriate relationships and personal boundaries with young people.
- Experience within the age range of 14-19.
- Enjoy working with young people to help them achieve their ambitions.
- Happy and personable attitude

Desirable

- Excellent team player
- Ability to work, influence and motivate at all levels of the organisation and the willingness and ability to work as part of a team
- Problem Solving Skills
- Organised
- A problem solver who is up for a challenge
- Self-Starter, Able to Work Proactively whilst unattended, Punctual, Reliable and Conscientious