



TRURO & PENWITH COLLEGE

Lecturer

Health & Social Care (Truro/Ottery)

Application Information Pack

Advert

Full Time

Lecturer in Health & Social Care (Truro/Ottery)

£34,397 - £37,294 per annum*

To Start End of October 2026

We are one of the highest performing colleges nationally on all courses at all levels. This is an exciting opportunity to join the hard-working and supportive Health and Social Care team, delivering courses across our Truro and Ottery campuses as part of a wide and varied curriculum.

We are looking for an outstanding Health and Social Care professional with current and relevant sector experience. You will also hold a teaching qualification or be willing to work towards one.

You will be passionate about the Health and Care sector and committed to supporting learners to develop the knowledge, skills and behaviours needed to progress into higher education, apprenticeships or employment within the sector.

The role will have a particular focus on the delivery and development of our Health T Level provision. The successful candidate will use their sector expertise to bring the curriculum to life, helping students make meaningful connections between classroom learning and professional practice. You will also support learners as they undertake industry placements within a range of local health and care settings, working closely with employers to ensure a high-quality learning experience.

A commitment to curriculum development, employer engagement and innovative teaching and learning is essential. You will play a key role in ensuring our programmes remain current, responsive to industry needs and aligned with the skills required by the future workforce.

The successful applicant will be committed to continuous professional development and will contribute to providing a truly outstanding learning experience for all students.

*Salary as advertised is based on a qualified lecturer. Non-qualified applicants will be considered but will be paid on a non-qualified lecturer scale.

We offer a generous package with benefits including 40 days annual leave plus bank holidays and College closure days, Teachers' Pension Scheme, relocation package, free on-site parking and a variety of on-site benefits and discounts.

CLOSING DATE: 5pm, Monday 17 August 2026

Curriculum Vitae are not accepted, Application Forms only.

Successful candidates will be notified within 4 weeks of the closing date.

About us

We are proud of our College and what it has achieved since opening in 1993. Over this time, student numbers have grown significantly, and we now support a large and diverse student body across further education, higher education, apprenticeships, and part-time provision.

The College offers a broad and ambitious curriculum, including a wide choice of A Level subjects, the International Baccalaureate, and a range of vocational qualifications such as BTEC and UAL Diplomas. In addition, we deliver a comprehensive selection of occupational courses including Construction, Hospitality, Hair and Beauty, Automotive Engineering, and Engineering.

We have a strong High Needs provision and offer an extensive apprenticeship programme alongside professional qualifications and a well-established Higher Education offer from Levels 4 to 6.

The College continues to invest in its campuses to support growth and innovation. This includes major capital developments such as the redevelopment of the Penwith campus and the establishment of Callywith College in Bodmin. We are also a key partner in the South West Institute of Technology, with specialist facilities supporting the delivery of high-quality Engineering and Digital programmes.

The Truro and Penwith Multi Academy Trust, established in 2014, plays a significant role in supporting pre-16 education across Cornwall and has grown to include a network of schools within the region.

The College holds a strong regional and national reputation for excellence. It has previously been graded Outstanding by Ofsted and has received a number of national awards, including Association of Colleges (AoC) Beacon Awards for Leadership and Governance. We continue to build on this success through innovation, high standards, and a commitment to continuous improvement.

We are also actively involved in regional and national initiatives, including leading roles in Maths and Computing education and partnerships that support excellence in science teaching.

Central to everything we do is the student experience. Our aim is to provide high-quality education and training that enables all students to achieve their aspirations and progress successfully to their chosen destinations.

The Role

We are seeking exceptional candidates with the vision, energy, and commitment to deliver outstanding teaching and learning. Successful applicants will be passionate about their subject area and dedicated to supporting students to achieve their full potential.

Candidates should demonstrate:

- A strong track record of student success (where applicable)
- The ability to work collaboratively as part of a team
- Energy, flexibility, and commitment to the role
- A willingness to contribute to wider aspects of the College's provision

Applicants are encouraged to include details of student outcomes from recent teaching experience and indicate any additional areas in which they could contribute to the College's curriculum.

Salary Information

The Lecturer scale is divided into the following bands:

- **Band B (Unqualified Lecturer)**
- **Band C (Lecturer)**
- **Band D (Course Lead)**

The precise salary and banding for the post will be determined based on qualifications, experience, and the requirements of the role, and will be confirmed following the selection process.

Job description

Post:	Lecturer
Responsible to:	Head of Faculty
Grade:	Band C (C08 – C10)
Conditions of Service:	Truro and Penwith College Conditions of Service

Job Purpose

To deliver high-quality, inclusive teaching, learning and assessment that enables all students to achieve their full potential, progress successfully, and develop the skills required for further study or employment.

The postholder will also contribute to curriculum development, quality improvement, and the wider work of the College.

Key Responsibilities

1. Teaching, Learning and Assessment

- Plan and deliver engaging, inclusive, and high-quality teaching sessions across a range of programmes and levels
- Develop and use a variety of teaching strategies, including digital and blended learning approaches
- Assess student work accurately and provide timely, constructive feedback
- Monitor and track student progress, using data to inform teaching and support interventions
- Adapt teaching to meet the needs of diverse learners, including those with additional support needs
- Plan, manage and deliver assessment activities, including formative assessment, to monitor progress and support student achievement, including where appropriate the organisation of shows and exhibitions
- Deliver teaching in ways that develop students' transferable, employability and study skills alongside course content
- Enhance the student experience through activities such as guest speakers, visits and trips that enrich learning, broaden industry awareness and support progression to next steps
- Maintain relationships with external stakeholders such as awarding bodies, universities and employers.

2. Student Support and Experience

- Act as a personal tutor, providing pastoral support and guidance to a group of students
- Promote high standards of behaviour, attendance, and engagement
- Identify and support students at risk of underachievement, working with support services where appropriate
- Contribute to a safe, inclusive and positive learning environment
- Promote and encourage student participation in enrichment, work experience and wider college opportunities, and signpost students to careers, student and learning support services to help them benefit fully from the opportunities available

3. Curriculum Development and Quality Improvement

- Contribute to the development, review, and enhancement of curriculum content and delivery
- Participate in course team activities, including standardisation and internal verification (where appropriate)
- Contribute to quality assurance processes and continuous improvement activities
- Support curriculum innovation and responsiveness to employer and sector needs
- As appropriate, coordinate the planning, delivery and assessment of subjects/ units or defined areas of curriculum

4. Professional Practice

- Maintain up-to-date subject and pedagogical knowledge
- Engage in continuous professional development, including industrial updating where relevant
- Reflect on own practice and contribute to peer review and quality improvement processes
- Promote and embed equality, diversity, and inclusion in all aspects of work

5. Wider College Contribution

- Participate in marketing, recruitment, and student interview activities
- Contribute to cross-college initiatives, projects, or working groups as required
- Support employer engagement, work placements, and industry links where appropriate

General Responsibilities

- Comply with all College policies and procedures, including safeguarding, Prevent, health and safety, and data protection
- Actively promote safeguarding and the welfare of children and vulnerable adults
- Contribute to a culture of sustainability and responsible resource use
- Maintain high standards of professional conduct at all times
- Undertake other reasonable duties commensurate with the role

All members of staff must be prepared for changes in their responsibilities and work.

The postholder will also be required to undertake such other tasks as the Principal from time to time may determine.

Person specification

Essential Criteria

- Degree or relevant professional qualification in a related subject area
- Recognised teaching qualification (or willingness to work towards)
- Experience of delivering teaching, training, or learning in a relevant context
- Ability to plan and deliver effective and engaging learning experiences
- Strong communication and interpersonal skills
- Commitment to equality, diversity, and inclusion
- Ability to support and motivate learners to succeed

Desirable Criteria

- Experience of teaching in Further Education
- Experience of using digital technologies to support learning
- Experience of working with employers or industry partners
- Knowledge of current FE quality and inspection frameworks
- Relevant industry or professional experience

Additional Information

- The College is committed to safeguarding and promoting the welfare of children and vulnerable adults. The successful applicant will be required to undertake an enhanced DBS check.
- The College values diversity and is committed to creating an inclusive environment for all staff and students.

Useful Links

[TRURO AND PENWITH COLLEGE OFSTED REPORT](#)

[TRURO AND PENWITH COLLEGE PROSPECTUS AND OTHER PUBLICATIONS](#)

Terms & Conditions

Additional Information

Continuous Service

Continuous service begins from your contract start date, with some previous service recognised in line with relevant agreements.

Holiday Entitlement

40 working days (pro rata), plus college closure days and public holidays.

Probationary Period

Appointments are subject to a 9-month probation period.

Pension

This role is eligible for the Teachers' Pension Scheme (TPS):

<https://www.teacherspensions.co.uk/members/member-hub.aspx>

Safeguarding & Safer Recruitment

We are committed to safeguarding. All roles are subject to DBS checks and employment references. Online searches may also be conducted to assess suitability.

Equality, Diversity & Inclusion

We are committed to equality of opportunity and valuing diversity.

Data Protection

Applicant data will be processed for recruitment purposes only and handled in line with our Data Protection Policy. Unsuccessful applications are retained for six months and then securely destroyed.

Working for Us

Why Truro & Penwith College?

Truro & Penwith College is proud to be recognised not only for outstanding academic achievement, but also for the culture we create for our staff and students. In recent years, the College has earned a number of prestigious accolades, including featuring twice in the *Sunday Times Best Places to Work* and achieving Gold status for five consecutive years in the Workplace Health Awards—reflecting our deep commitment to wellbeing and a positive working environment.

We have also been recognised nationally for excellence and innovation in education, including receiving the AoC Beacon Award for Mental Health and Wellbeing and the Leading Light Award. These achievements sit alongside respected accreditations such as Investors in People, Investors in Diversity, Matrix accreditation and Beacon Status—demonstrating our ongoing commitment to quality, inclusion and continuous improvement.

As one of the leading further and higher education providers in the region, the College is known for delivering exceptional outcomes for students, consistently performing above national averages and supporting learners to progress to top universities and high-quality careers.

Located in Cornwall, one of the UK's most inspiring and distinctive regions, the College offers more than just a place to work. From dramatic coastlines and picturesque harbours to world-class food and a vibrant cultural scene, Cornwall provides an exceptional quality of life. Combined with our ambitious, inclusive and forward-thinking College community, Truro & Penwith College is a truly rewarding place to build your career.

How to Apply

Application forms and details of how to apply for this post are available online at

<http://www.truro-penwith.ac.uk/work-for-us>

Application forms can be sent to us by email to

HR@truro-penwith.ac.uk

Benefits of Working at Truro & Penwith College

We believe our people are our greatest asset, and we are committed to creating a rewarding, supportive and enriching working environment. When you join us, you can expect:

- ❖ Competitive salary packages that reflect your skills, experience and contribution
- ❖ Generous pension schemes for both academic and professional services staff, helping you plan confidently for the future
- ❖ Flexible and family-friendly policies that support a healthy work–life balance
- ❖ Generous annual leave and sickness entitlements, giving you time to rest, recharge and look after your wellbeing
- ❖ Free parking at our Truro and Penzance campuses
- ❖ Health, Wellbeing & Support
- ❖ Comprehensive wellbeing programme, including free health initiatives and support services
- ❖ Access to our Employee Assistance Programme
- ❖ Free health checks and corporate eye care scheme
- ❖ Workstation assessments and occupational health support to keep you working comfortably and safely
- ❖ Lifestyle & Everyday Benefits
- ❖ Cycle to Work scheme to support sustainable and healthy commuting
- ❖ Staff discounts at a range of local leisure and retail partners
- ❖ Excellent on-site facilities including restaurants, cafés and salons, with staff discounts
- ❖ Free recreational courses, giving you the opportunity to learn something new
- ❖ Career Development & Culture
- ❖ A strong commitment to staff development, with opportunities to grow your skills and career
- ❖ Investment in high-quality facilities and resources, creating a modern and inspiring working environment
- ❖ A collaborative and friendly culture, with team days and social events that help you feel connected and valued

THE TRURO & PENWITH COLLEGE VISION

LOOK FURTHER REACH FURTHER GO FURTHER

OUR AMBITIONS

LOOK FURTHER

- **Aspiration:** Students gain the confidence and self-belief to set ambitious progression and career goals
- **Inspiration:** Students are inspired by interactions with staff, stakeholders and alumni

REACH FURTHER

- **Triumph:** Students exceed expectation and achieve their full potential
- **Talent:** Expert lecturers with a passion for teaching, learning and assessment
- **T&PC Magic:** exceptional facilities, enrichment and opportunities

GO FURTHER

- **Progression:** Students progress to competitive universities, apprenticeships and jobs that provide strong foundations for successful careers
- **Prosper:** Students develop the skills needed to flourish at university or in employment
- **Productivity:** Students gain the skills employers need, supporting the economy to thrive

OUR VALUES

Our values, chosen by staff and students, provide the foundations for a high-performing inclusive culture in which our ambitions can be realised.

WELLBEING

Looking after our own physical, social and emotional wellbeing; the most important foundation for a happy, healthy and prosperous future.

ENGAGEMENT

Taking full advantage of the opportunities available to us, both at college and beyond.

ASPIRATION

Wanting the best future for ourselves and having the self-belief that we can achieve it; looking beyond the horizon we may initially see.

RESPECT

Playing an active part in creating positive inclusive communities, where everyone is valued and respected.