



LINCOLN COLLEGE JOB DESCRIPTION

Post Title:	Progress Coach – Health and Social Care and Early Years	Post Number:	LC1206P
Daily Supervision:	Curriculum Lead - Health and Social Care and Early Years	Grade:	Support Scale 5/6
Department:	HEART, Health and Care	Last Updated:	October 2024

Our Purpose:

To be an extraordinary employer-led organisation; producing a highly skilled and productive local workforce.

Our Mindset:



Job Purpose:

Develop and deliver consistent and effective timetabled CPD sessions following the Progress plan set by the Director of Study Programmes.

Conduct 1:1 support for an allocated caseload of learners to fulfil Cross College requirements.

Ensure learners are encouraged and supported and can access College services with ease as and when required.



PRINCIPAL DUTIES AND RESPONSIBILITIES:

1. Develop and deliver effective and consistent CPD sessions within the health and social care and early years department, in accordance with cross-college need and which supports the Gatsby framework.
2. Encourage debates and discussions with tutees and their peers to increase group communication skills and understanding of the subject.
3. Support learners in timetabled Progress Review 1:1 sessions to complete the ILR, set targets & aspirations and review to encourage success, which supports the Gatsby framework.
4. Work with learners in Progress Reviews 1:1 or small CPD groups to implement strategies to support building of self-esteem and confidence.
5. Identify at-risk learners, through communication with vocational teachers.
6. Input, manage and control learner data through the College system (ProPortal). Progress Reviews and independent careers guidance monitoring and tracking.
7. Prepare CPD materials to include a focus on study skills and careers guidance (Gatsby framework).
8. To listen to learners and embed a solution focussed approach to barriers to learning.
9. To develop strategies to help learners who are underperforming to understand why and to seek solutions.
10. To support transition from School to College or from year to year for learners identified as at-risk.
11. To communicate effectively with academic and vocational staff in regard to the learners.
12. Establish and maintain effective communication with other support services on behalf of learners.
13. Provide initial pastoral support, and where appropriate, referring to appropriate support services both within and outside the College.
14. To liaise with Student Support Services as required and ensure support is put in place for any student who has identified a need for learning support.
15. Provide impartial careers education, information and advice, and referring to careers guidance where appropriate, as part of a structured programme.
16. To support learners' next steps and progression opportunities by ensuring that learners can apply for the full range of opportunities that are available to them. This includes learning in colleges, coordinating the universities UCAS process and signposting to apprenticeship opportunities via the WEX/IP Team.
17. Work with curriculum tutors to monitor student attendance and support learners as necessary.
18. Use motivational dialogue to engage the learner in the learning process and embed effective processes to support learners in being successful.
19. To maintain an overview of student progress on Study Programmes through liaison with subject tutors.
20. Ensure appropriate application of the Behaviour Support & Disciplinary Policy and Process.
21. To contribute towards the development of an inclusive learning environment.
22. To accept responsibility for the implementation of the College's Equal Opportunities policy.
23. To maintain professional standards and expertise by undertaking relevant professional development.
24. To conform with the Health and Safety requirements relevant to the post.
25. To be responsible for the safeguarding and promoting the welfare of children wherever applicable within the role
26. To maintain learning, assessment and teaching quality through critical self-reflection and collegial activity.
27. To promote the development of the Equal Opportunities Policy throughout all aspects of employment.
28. To develop and maintain quality standards appropriate to the post.
29. To maintain professional standards and expertise by undertaking relevant professional development.
30. To conform with the Health & Safety requirements to the post.
31. To be responsible for the safeguarding and promoting the welfare of children wherever applicable within the role.

N.B. This is not a complete statement of all duties and responsibilities of this post. The postholder may be required to carry out other lawful and reasonable duties as directed by a supervising manager.

PERSON SPECIFICATION

	Knowledge	PSM
1	Qualified to at least a Level 3 teaching qualification	A/I
2	Hold a minimum of level 2 qualifications in English and Mathematics	A/I
3	Information, Advice and Guidance qualifications Level 3 - 6 (willing to work towards Level 6)	A/I

	Skills/Abilities – Interpersonal	PSM
4	Excellent communication skills (written and oral)	A/I/T
5	Ability to work in a non-discriminatory manner	A/I
6	Ability to demonstrate compliance with College systems, policies & procedures	A/I
7	Has an understanding of motivational techniques to encourage learning	A/I/T

	Experience	PSM
8	Experience of working with young people	A/I
9	Recent successful experience of teaching/delivering tutorials/undertaking pastoral duties in an education environment	A/I
10	Experience in safeguarding, mental ill health and supporting students with barriers to learning	A/I
11	Experience of using the UCAS system and advising young people about University choices (including specialist pathways such as medicine, dentistry, health etc)	A/I

	Work Related Circumstances	PSM
12	The ability and willingness to undertake relevant staff development	A/I

	Skills/Abilities - Other	PSM
13	Effective organisational skills with the ability to prioritise, action plan and meet deadlines	A/I
14	Ability to work flexibly and to tight deadlines	A/I
15	Appropriate computer literacy to undertake duties e.g. PowerPoint, email and Internet	A/I/T
16	Ability to prepare high quality learning material	A/I
17	Ability to travel to locations	A/I
18	Responsibility for safeguarding and promoting the welfare of children wherever applicable	A/I
19	Ability to relate to young people	A/I

Prepared By:	Steven Horsfield – Assistant Principal HEART, Health and Care
Date:	October 2024

Proposed Selection Method Key (PSM)		
A = Application	I = Interview	T = Test