

LINCOLN COLLEGE GROUP

JOB DESCRIPTION

JOB TITLE & NUMBER

LC1362P: Lecturer – Protective Services & Policing

SALARY

£33,547 - £40,064 per annum

GRADE

Lecturer Pay Scale

HOURS

37

REPORTING TO

Curriculum Lead – Policing & Protective Services

DEPARTMENT

Academic Studies, Health, Care, Creative & Service Industries

LOCATION

Lincoln

BE READY...

Job Purpose:

To prepare, deliver and assess high quality teaching and learning within the Policing and Protective Services Area ensuring excellent learner outcomes, progression and experience.

The role includes planning and delivering across a range of programmes in the Policing and Protective Services area supporting curriculum development and contributing to the wider college community, employer engagement and enrichment activities.

PRINCIPAL DUTIES AND RESPONSIBILITIES:

1. To plan, prepare and deliver up to date learning, assessment and teaching material, marking of assessments and day to day communication with students and colleagues on a range of Uniformed Protective Services programmes at Level 1, 2, and 3.
2. To promote the development of English and Maths skills within programmes of study.
3. To carry out the role of a course tutor to support learners through their college study programme.
4. To contribute and support the student enrichment programme.
5. To manage and organise student trips and visits, including driving College minibuses to and from relevant venues.
6. To liaise with parents, schools, universities and/or employers as appropriate.
7. To further develop specialist disciplines related to Protective Services and Policing study programmes, including engaging enrichment and work experience programmes.
8. To contribute to the development of existing study programmes and any new courses.
9. To participate in monitoring student progress, through critical self-reflection, course reviewing and evaluative procedures.
10. To liaise with awarding organisations and external examiners/verifiers.
11. To contribute to the process of programmes marketing and the recruitment and selection of students through open days, welcome days and taster days.
12. To attend collaborative provision events, meetings and moderation sessions with validating partner Universities as appropriate.
13. To participate in any cross-college/working party groups as from time to time may be established.
14. To accept responsibility for the implementation of the College's Equal Opportunities policy throughout all personal contacts in the College and within this area of responsibility.
15. To maintain professional standards and expertise by undertaking relevant professional development, including ensuring that knowledge regarding changes to relevant legislation is kept up to date.
16. To maintain quality standards, appropriate to the post.
17. To conform with the Health and Safety requirements relevant to the post.
18. 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	Certificate in Education, PGCE or equivalent or the ability and willingness to obtain a level 4 teaching qualification within two years of commencing employment.	A
2	Level 3 or above qualification related to Policing and Protective Services.	A
3	Internal verification qualification (A1, TAQA, CAVA) or the ability and willingness to obtain.	A
4	Relevant industry knowledge and/or professional qualifications.	A

	Experience	PSM
5	Experience of working within a relevant industry and/or experience of teaching, training or mentoring others.	A
6	Experience of planning, delivering or contributing to learning, training, coaching or skills development activities in an education or workplace setting.	A/I
7	Experience of supporting the development, progress or performance of individuals (e.g. learners, apprentices, trainees or team members).	A/I

	Skills/Abilities – Behavioural	PSM
8	Demonstrates a confident and engaging teaching presence that motivates learners and drives positive learning outcomes (Impact).	I/M
9	Communicates information clearly and effectively, adapting delivery to meet the needs of different audiences and ensuring understanding (Communication).	A/I/M
10	Maintains high standards of professional conduct, demonstrating integrity, accountability and up-to-date subject expertise (Professionalism).	I/M
11	Works effectively with colleagues, learners and external partners to support curriculum delivery and learner success (Collaboration).	I/M
12	Promotes a safe, inclusive and supportive learning environment that recognises and responds to individual learner needs (Wellbeing and Mental Health).	A/I/M
13	Provides clear guidance and constructive feedback to support the development of learners' knowledge, skills and behaviours (Coaching).	M

	Skills/Abilities – Other	PSM
14	Appropriate IT and digital skills (VLEs, Microsoft Office, online delivery tools)	A/M
15	Ability to work in a non-discriminatory and inclusive manner	A/I
16	Demonstrates a proactive commitment to safeguarding by recognising concerns, taking appropriate action and following procedures to protect and promote the welfare of children and young people.	A/I
17	Embeds inclusive practice by designing and delivering approaches that remove barriers to participation and ensure equitable opportunities for all learners.	A/I/M

	Work Related Circumstances	PSM
18	Ability and willingness to undertake relevant professional development to maintain up-to-date knowledge of relevant legislation, industry relevance and best practice.	A/I
19	Ability to work flexibly across sites and delivery modes.	A/I

Prepared By:	Dave Knowles – Curriculum Lead – Policing & Protective Services
Date:	June 2026

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

VISION 2030

LINCOLN COLLEGE GROUP STRATEGY 2025-30

OUR PURPOSE *BE READY...*

**REALISE ASPIRATIONS;
SHAPE FUTURES;
SERVE OUR COMMUNITIES.**

OUR CODE

Our Group Code sets the tone of how we behave and achieve our Purpose because **You Matter**.

We **CARE** deeply about achieving outcomes in the right way and expect staff and students to behave with...

COMMUNITY

We will prioritise empathy, compassion and wellbeing. Our goal is to develop a positive community where the mental and physical health of staff, learners, governors and key stakeholders is emphasised.

ACCOUNTABILITY

We will all act with integrity and transparency, take full ownership of our actions and deliver on our commitments, impacts and outcomes.

RESPECT

We will all create an inclusive environment where everyone is valued, trusted and treated with consideration, kindness and fairness.

EXCELLENCE

We will all drive innovation and pursue extraordinary quality through an "ambitious spirit", consistently striving for the highest standards in all we do.

OUR PRIORITIES

Over the next five years we will achieve "Our Purpose" by delivering on our strategic priorities set out in full detail in 7 strategic plans.

In summary we will:

