

Hair and Beauty Instructor

Heath Farm College, Maidstone

Job Title: Hair and Beauty Instructor

Location: Heath Farm College, Maidstone

Reports To: Curriculum Lead / Head of Education

Purpose of the Role

Heath Farm College is seeking an enthusiastic and skilled Hair and Beauty Instructor to deliver vocational qualifications and practical learning experiences to small groups of young people aged 14-19 with Social, Emotional and Mental Health (SEMH) needs.

The successful candidate will deliver engaging, industry-relevant learning programmes, supporting students to develop practical skills, confidence, employability skills and recognised qualifications up to Level 2.

The specific courses delivered may vary depending on the successful applicant's qualifications, teaching experience and industry expertise. We welcome applications from individuals with backgrounds in Hairdressing, Barbering, Beauty Therapy, Nail Technology, Make-Up Artistry or related sectors.

No previous experience working in a school or college is essential. Full support and training can be provided for candidates with strong industry knowledge and a passion for developing young people.

Key Responsibilities

Teaching and Learning

- Plan and deliver engaging vocational lessons and practical workshops in Hair and Beauty.
- Deliver qualifications and accredited courses up to Level 2.
- Differentiate learning to meet the needs of students with a range of abilities and learning styles.
- Create a safe, nurturing and inspiring learning environment where students can thrive.

- Support students to develop industry-standard practical skills and professional behaviours.
- Monitor student progress and provide constructive feedback to support success.

Curriculum Delivery

Depending on qualifications and experience, courses may include:

- Hairdressing
- Barbering
- Beauty Therapy
- Nail Technology
- Facial Treatments
- Make-up Application
- Salon Reception and Customer Service • Health and Safety in Hair and Beauty
- Employability Skills
- Introduction to the Hair and Beauty Industry

Supporting Students

- Build positive and trusting relationships with students.
- Understand and support the needs of young people with SEMH needs.
- Promote confidence, self-esteem, resilience and independence.
- Use positive behaviour management and trauma-informed approaches. • Work collaboratively with teaching, pastoral and therapeutic staff.

Quality and Compliance

- Maintain accurate student records and assessment evidence.
- Ensure all health and safety requirements are adhered to within practical sessions.
 - Maintain equipment, resources and learning environments to a professional standard.
- Support internal and external quality assurance processes where required. • Follow all safeguarding policies and procedures.

Person Specification

Essential Criteria

Qualifications

- Level 3 qualification or above in Hairdressing, Barbering, Beauty Therapy or a related discipline.

Knowledge and Skills

- Strong practical industry skills.
- Excellent communication and interpersonal skills.
- Ability to inspire, motivate and engage young people.
- High standards of professionalism and customer care.
- Understanding of health and safety within the hair and beauty industry. • Ability to work effectively as part of a multidisciplinary team.

Personal Attributes

- Patient, resilient and adaptable.
- Positive and solution-focused approach.
- Enthusiastic and passionate about helping young people succeed. • Commitment to safeguarding and promoting student wellbeing.

Desirable Criteria

- Teaching, assessing or training qualification (PGCE, Cert Ed, AET, PTLLS, DTLLS or equivalent).
- Assessor qualification (TAQA, AI, D32/33 or equivalent).
- Experience delivering vocational qualifications.
- Experience working with young people aged 14-19.
- Experience supporting learners with SEMH or additional needs.
- Industry experience within a salon, spa, barbering or beauty environment.
- Experience delivering qualifications awarded by recognised awarding bodies.

What We Offer

- The opportunity to make a genuine difference to young people's lives.
 - Small teaching groups and personalised learning.
 - A supportive and friendly team environment.
 - Opportunities for professional development and training.
 - Flexible curriculum delivery linked to your specialism and experience.
 - The opportunity to help shape and develop an expanding vocational provision.
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Safeguarding Statement

Heath Farm College is committed to safeguarding and promoting the welfare of children and young people. All successful applicants will be required to undertake an enhanced DBS check, provide satisfactory references and complete all relevant pre-employment checks in accordance with Keeping Children Safe in Education guidance.

Heath Farm College welcomes applications from experienced industry professionals as well as qualified teachers who are passionate about helping young people develop skills, confidence and aspirations for their future careers._____