



## Head of LPW College

<b>Location:</b>	Bristol and surrounding areas
<b>Working Hours:</b>	Full time (37.5 hours a week) Term time only, with an expectation to work 3–6 weeks worked in school holidays (term times as stipulated by Bristol City Council)
<b>Starting Salary:</b>	£45,000 to £52,000 (New appointments start at the bottom end of the salary scale band)
<b>Closing Date:</b>	15 <sup>th</sup> June 2026, 9am

### Who we are:

We support children and young people living in Bristol, South Glos and the surrounding areas, providing engaging play and youth work embedded in communities. We also provide personalised part-time and full-time alternative education environments for children and young people to overcome barriers to engagement and learning.

### What we do:

At LPW, we provide safe, emotionally supportive and enriching spaces where children and young people can: build trusted and trauma-informed relationships; grow in confidence and independence; overcome challenges; and have ownership of their learning and future.

### LPW values

- **Inclusive:** We celebrate and embrace diversity and ensure everyone is seen, heard and valued.
- **Collaborative:** We work in partnerships alongside children, young people, families, communities and other professionals to achieve success.
- **Innovative:** We are bold and creative in our approach to inspire confidence, independence and free-thinking.
- **Compassionate:** We are trauma-informed – offering safe, emotionally available spaces for children and young people to learn and thrive.
- **Brave:** We foster strength and perseverance, even in the face of challenges and diversity.



## **Job Purpose**

LPW College is a new provision from September 2026. LPW College will provide a progression route for LPW Students (LPW School and Education Recovery Project) and young people we engage with through our community-based youth work.

LPW College is built around our core principles of relational practice, trauma-informed approaches and zero exclusion. It will provide a post-16 service for young people that is tailored to supporting young people with social, emotional and mental health (SEMH) needs or who have experienced significant barriers to education. LPW College students will be supported by our team, who can understand and can meet their needs, ensuring that young people thrive in our settings and successfully transition into full-time education, employment or training.

In line with our organisational values and wider provision, you will set the vision for LPW College. You will be part of the LPW Senior Leadership Team and will provide operational leadership and strategic oversight of LPW College. You will work to develop our programme, hold accountability and responsibility for ensuring our delivery model, staffing, curriculum and provision meet positive and measurable outcomes for young people with SEMH needs.

- Strategically lead the design, development and management of LPW College
- To lead and motivate a team to provide an exceptional learning experience at LPW College and achieve positive outcomes and onward progression.
- To identify and seek opportunities for new business and income generation
- Develop and maintain senior-level partnerships
- To manage budgets and contracts
- Evidence impact and make recommendations for improved policy and practice both internally and externally, advocating for young people.
- Act within a team of Designated Safeguarding Lead across Children and Young People's Services

## **In this role, your primary areas of responsibility will be:**

- Designing a wide curriculum that meets the needs of learners supports growth, and enables them to develop the skills, knowledge and behaviours they need to progress into meaningful sustained destinations.
- Effectively leading, managing and developing the implementation of curriculum and support programmes that creates an outstanding learner experience.
- Leading, motivating and developing a team of staff and supporting their career journeys while championing a cycle of continuous improvement.
- Working collaboratively with cross-organisational teams to ensure the wider knowledge, skills and behaviours learners need are planned and developed coherently (e.g., Maths, English, Careers, Personal Development, digital etc.)
- Achieving key targets in terms of attendance, achievement, retention, progression and learner experience.
- Working to protocols and awarding organisation requirements for assessment and internal verification to support outstanding levels of learner progress.
- Working to delegated budget and achieve set recruitment and income targets.



## Skills

- Ensure rigorous standards of Safeguarding and Child Protection are implemented within Children and Young People's services
- To assist in the selection process and appointment of outstanding staff to the area.
- To proactively review and adapt the curriculum offer to reflect the requirements of young people, external stakeholders, SEND Reforms and meeting the skills agenda.
- To manage staff absence effectively ensuring effective measures are taken to cover assessment, teaching and learning to minimise the impact on the learning experience for learners.
- Identifying 'at risk' learners and implementing effective strategies to mitigate them leaving programmes early.
- Coordination of members to ensure full utilisation and maximisation of staffing budgets.

## Responsibilities

- To manage and co-ordinate the marketing of provision and IAG for work and class-based learning ensuring that learners are able to progress on to further studies, apprenticeships and full-time employment opportunities that meet their ability and progression aspirations.
- To ensure and oversee design, coordinate and monitor timetabling for all areas of responsibility.
- Development, approval and validation of courses and personalised support programmes in response to learner's needs, Employer needs and external bodies requirements.
- To line manage a team of staff ensuring performance is regularly reviewed in line with LPW performance management and appraisal protocols.
- To monitor and support the development of high-quality teaching, learning and assessment to include the implementation of developmental action plans for staff.
- Providing reports, data and other information as required.
- To ensure the progress of learners is robustly monitored, developed and reported as per LPW protocols.
- To ensure effective representation of and engagement with LPW college at marketing and recruitment events.
- To regularly review key performance data and ensure interventions are proactive and timely and have impact.
- To ensure the policy for target setting and pastoral care of all learners within the faculty is successfully implemented.
- To ensure attendance and standards of learners' behaviour are outstanding.
- To ensure LPW policies and procedures are fully adhered to by all staff and learners.
- To fully participate in the self-assessment process ensuring that reports are accurate, objective and identify key quality improvement actions.
- To assess and/or teach on appropriate apprenticeship framework, standards and full-time courses.
- Carry out classroom/workshop observation and gradings of the delivery team.
- Comply with information security requirements in line with LPW policy.
- Other duties as may be required by Senior Leadership Team to reflect changes and developments.



**Your attitude means you will have:**

- Commitment to LPW vision and values;
- Commitment to developing own learning, knowledge and skills;
- Ability to work flexibly at times.
- Willing to travel across Bristol and Surrounding counties throughout the working day and week;
- Willingness to respond positively and effectively to change;
- Ability to champion and promote equality of opportunity, discrimination and stereotypical behaviors.

You will have the opportunity to work for a community interest company that has a social mission at its core and drives the way we undertake business. In addition, we have a range of benefits such as a 4% employer contribution to our pension scheme, travel loans, childcare vouchers (where applicable) and a cycle to work scheme, free employee assistance program, paid-for learning and development opportunities and clinical supervision with trauma informed therapeutic practitioners. LPW is a Living Wage and Disability Confident employer. We are an equal opportunities organisation and welcome applications from all suitably qualified candidates.

To apply please complete the recruitment application form that can be found on our website at [www.lpw.org.uk](http://www.lpw.org.uk) explaining your motivation for applying for the post and send this to [recruitment@lpw.org.uk](mailto:recruitment@lpw.org.uk). **Please note that any CVs received without an accompanying recruitment application form will not be considered for interview.**