



# Graduate Teaching Programme (GTP)

Lecturer in Early Years

APPLY  
TODAY



# 1. About Us

Gloucestershire College (GC) is a further and higher education institution in Gloucestershire. We offer a wide range of academic and vocational courses, including **apprenticeships, professional qualifications, university-level degrees, and adult education programmes**.

Our 2026 Graduate Scheme is open to Maths and English graduates and combines academic study with hands-on teaching experience resulting in a formal L5 professional teaching qualification.

## Key Facts About GC:

- **Campuses:** With sites in Cheltenham, Gloucester and Cinderford our campuses are in great locations; our Cheltenham campus is situated near to the new Cyber Park development and 5 minutes from the M5, Cinderford is home to our Outdoor Adventure Academy and the Gloucester campus is situated at Gloucester Quays.
- **Courses Offered:** Including **business, engineering, IT, health & social care, construction, creative arts, hospitality, and more.**
- **University Partnerships:** We work with universities such as the University of West of England to offer degree programs.
- **Apprenticeships:** We offer strong employer links and apprenticeship programs in collaboration with local and national businesses.
- **Adult Learning & Professional Training:** We provide retraining and upskilling opportunities for adults.



# Benefits

When you join us, you'll enjoy a wide range of benefits designed to support your well-being, growth, and success:

- **Generous Pension Scheme:** Secure your future with membership in the Teachers' Pension Scheme (TPS).
- **Enhanced Holiday Allowance:** Enjoy an excellent annual leave package, giving you plenty of time to relax and recharge with 2 weeks off at Christmas and 38 days holiday.
- **Professional Development:** Access comprehensive training, CPD opportunities, and career progression pathways, including full funding for your teaching qualifications.
- **Wellness and Mental Health Support:** Benefit from wellness initiatives and free access to an Employee Assistance Programme (EAP) offering 24/7 confidential advice and counselling.
- **Exclusive Discounts and Perks:** Enjoy discounts on high street brands, supermarket shopping, and more via our employee perks program.
- **Technology Support:** Stay connected with the latest IT equipment and support for digital tools to enhance your work.
- **Family-Friendly Policies:** Take advantage of enhanced maternity, paternity, and adoption leave, plus support for parents and carers.
- **Cycle to Work Scheme:** Save money on your commute and promote sustainability with our bike purchase scheme.
- **Social and Networking Opportunities:** Join a vibrant community of colleagues with regular social events and team-building activities including our Summer Festival.
- **State-of-the-Art Facilities:** Work in inspiring, modern spaces equipped with cutting-edge technology. Make the most of our campuses with on-site coffee shops, restaurants, and parking.
- **Free or Discounted Courses:** Pursue personal or professional growth with access to free or reduced-price courses at the college.



## 2. The Programme

Here at GC, we know that excellent teaching is key to learning, but we also believe brilliant facilities make learning so much easier.

Our 3-year graduate scheme offers a variety of routes for graduates at both degree and Master's level. We will provide you with an exceptional foundation on which you can build a rewarding career by offering:

- Full financial support to complete teaching qualifications
- Access to an active support network of experience lecturers and coaches
- Contribution to your career portfolio and CPD
- Designated mentors for both your qualification and industry exposure
- Access to outstanding facilities
- Protected time to complete your qualifications and coaching



### 3. The Team

Our Early Years team is comprised of 9 lecturers who work across our three campuses. We are a very supportive team with lots of different work sector and teaching experience which help us to deliver a broad range of subject matter at different levels to support our learners progressing into a variety of career choices.

Teaching and learning in this department are fast paced and underpinned by comprehensive administration to track learner progress and to ensure we support all learners as individuals.

Teaching and learning is the centre of all that we do and we value and respect this part of our role. All lecturers are supported by a Learning Coach from the cross-college Teaching and Learning team, as well as by regular supportive meetings with the Line Manager. We also have online resources to support all lecturers in their continued development of teaching and learning.



# 4. The Job

As a Lecturer, we will support you through coaching and academia to provide learning and assessment activities, which meet curriculum requirements and the aims and needs of all the learners.

To achieve this, you will:

- Plan and use a range of effective and appropriate teaching and learning techniques to engage and motivate learners and encourage independence and learner autonomy.
- Select and develop a range of effective resources, including appropriate use of new and emerging technologies ensuring they are inclusive, promote equality and engage with diversity.
- Establish a purposeful and motivating learning environment where learners feel safe, secure, confident and valued.
- Establish and maintain procedures with learners, which promote and maintain appropriate behaviour, communication and respect for others, while challenging discriminatory behaviour and attitudes.
- Use listening and questioning techniques appropriately and effectively in a range of learning contexts.
- Provide opportunities for learners to understand how the specialist area relates to the wider social, economic and environmental context.
- Work with learners to address particular individual learning needs and overcome identified barriers to learning.
- Evaluate the efficiency and effectiveness of own teaching, including consideration of learner feedback and learning theories.

Another key focus is on developing skills to support employment and future career progressions. To achieve this, you will be supported to:

- Use opportunities to highlight the potential for learning to positively transform lives and contribute to effective citizenship identifying the transferable skills they are developing, and how these might relate to employment opportunities.
- Encourage learners to recognise and reflect on ways in which learning can empower them as individuals and make a difference in their communities.
- Share good practice with others and engage in continuing professional development through reflection, evaluation and the appropriate use of resources.
- Conform to statutory requirements and apply codes of practice including appropriate consideration of the needs of children, young people and vulnerable adults and equality of opportunity.
- Keep accurate records, which contribute to organisational procedures.
- Evaluate own contribution to the organisation's quality cycle.
- Refer learners to information on potential current and future learning and career opportunities and appropriate specialist support services.
- Provide learners with appropriate information about the organisation and its facilities, and encourage learners to use the organisation's services, as appropriate.
- Provide effective learning support, within the boundaries of the teaching role

# 5. Our Values

## Be Respectful



- To be respectful of self, others, property and environment when at college or representing the college.
- To care for one another, our surroundings and the community.
- To be inclusive of others and everyone; listening, respecting and showing consideration for people's qualities, differences, beliefs and views.
- To create a sense of trust, safety and wellbeing.
- To be non-judgemental and polite. Be friendly, welcoming, supportive and inclusive.
- To demonstrate respect through all forms of communication.

## Be Responsible



- To take ownership of our behaviours, attitude and personal development.
- To be responsible and accountable for our own actions and the impact that we have on the College, and wider community.
- To be mindful of the wellbeing of others.
- To consider the way in which we communicate with others, making sure our communications reflect the College Values.

## Be Ambitious



- To become the best possible version of ourselves.
- To demonstrate and commit to continuously improving learning and succeeding for yourself, for others and the college.
- To show positive aspirations and determination in our plans and actions.
- To be supportive of everyone and encourage their positive ambitions.
- To provide opportunities for everyone to improve and succeed.
- To be ambitious and aspirational for our learners and one another and celebrate successes.

## Be Collaborative



- To work as part of a team or teams, to support each other to contribute to the success of self, others and the GC community.
- To contribute, listen, communicate and work with each other to develop and grow together.
- To work together with purpose to have a positive impact on the College and be responsive to change.
- To be inclusive, encouraging and supportive when working as a team.
- To use effective communication when working together.
- To be a team player, by being reflective, creative and sharing ideas that support improvements.

# 4. Application Information

Gloucestershire College is committed to safeguarding children and vulnerable adults and any offer of employment will be subject to a number of conditions.

If you are shortlisted, you will be asked to complete a self-declaration of your criminal record or any information that would make you unsuitable to work with children. Generally, we are permitted to ask whether an applicant has any convictions, cautions, reprimands or final warnings which would not be filtered in line with current guidance, as defined by The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). This Order sets out the circumstances in which an individual can be asked about spent convictions (but not protected convictions or protected cautions) and when an employer can consider these. This includes "any employment as a teacher in a school or establishment for further education and any other employment which is carried out wholly or partly within the precincts of a school or establishment for further education, being employment which is of such a kind as to enable the holder to have access to persons under the age of 18 in attendance at the school or establishment for further education in the course of his normal duties."

As this role involves engaging in "regulated activity" relevant to children, and in line with our legal obligations, before filling out this application you should be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

In line with KCSIE and having regard to all relevant guidance, there is a requirement for providing satisfactory references and online searches will be conducted for candidates. The purpose of this search is to identify any incidents or issues that have happened, and are publicly available online, which we may need to explore further as part of our pre-screening checks. The level of check undertaken will be consistently applied across all applicants and may include both social media and a general internet search.

A satisfactory DBS Enhanced Disclosure will also need to be obtained as a requirement of the job.

**APPLY TODAY!**

Jobs at GC | Gloucestershire College ([gloscol.ac.uk/jobs-at-gc](http://gloscol.ac.uk/jobs-at-gc))