

A photograph of two women in profile, facing each other and smiling. The woman on the left has long dark braids and is wearing an orange cable-knit sweater. The woman on the right has short curly brown hair and is wearing a black and white striped turtleneck. They are standing in front of a wall with large, light-colored geometric shapes, including triangles and diamonds. A dark blue semi-transparent box is overlaid on the bottom left of the image, containing white text.

## Principal Learning Lead Curriculum Team

### JOB PACK

If you would prefer this read aloud, guidance is available [here](#).



# OUR MISSION

Frontline is a charity with a mission to make life better for children at risk of harm, by improving the services that support them.

Hundreds of thousands of children experience or are at risk from abuse and neglect at home, sexual and criminal exploitation outside the home, and other harms. For these children, the right support and protection can make all the difference.

That's why we develop excellent practice and leadership in social work and other children's services. And we are cultivating innovative new approaches to child protection and driving positive systems change for children.

We are looking for enthusiastic individuals from a diverse range of backgrounds to join our organisation and contribute to our work to create lasting social change for children and families. At Frontline we do this while striving to achieve a culture of freedom and responsibility, and working to become a truly anti-racist organisation. Read on to find out more about our culture and what we are looking for in this role.





# FREEDOM AND RESPONSIBILITY: OUR CULTURE

To achieve our best work as a charity, we need to both let go of control and expect much more of one another. If we can manage this feat, you will be surrounded by a team who can solve problems, speak with candour, communicate expectations and give one another the space and support to achieve fantastic results for children and families. This is what we call a culture of freedom and responsibility.

How do we make it happen? Freedom without responsibility results in chaos – confusion, frustration, a lack of accountability. Responsibility without freedom breeds a rigid focus on following rules and process, even when professional judgement and creativity would produce better results. It can result in people doing things right without doing the right thing. Because of this, we need to have huge levels of both freedom and responsibility. The most important word is not freedom, nor responsibility, but **and**.





# DIVERSITY AND INCLUSION

Frontline is an employer that takes equal opportunity seriously and seeks to walk the talk.

We believe that the strongest performing teams have a lot of difference in them. Our employees come from a range of backgrounds and with various expertise. We are committed to anti-discriminatory practice and are actively seeking to bring people with different lived experiences into the organisation. According to our most recent demographic survey, 26% of our employees are from ethnic minority backgrounds, 17% are disabled and 20% identify as LGBTQ+.

We are committed to being an actively anti-racist organisation. For us at Frontline, that means proactively tackling systems and structures that perpetuate and embed racism in our society.

We have a diversity and inclusion working group that includes employees from across all teams and levels including the people team and our senior leadership team. The group leads on recommendations for improvements in this area and implements initiatives to achieve equality for all.

We are committed to taking an inclusive approach to recruitment. We use a system called Pinpoint, which helps to remove bias from the selection process by anonymising applications. We ensure all of our employees have the relevant knowledge to support these aims. We design and deliver regular workshops and training around diversity, inclusion and belonging. We are proud to have won the ENEI Best Smaller Employer Award 2020.

If you're interested in hearing more about diversity and inclusion at Frontline, please feel free to contact [people@thefrontline.org.uk](mailto:people@thefrontline.org.uk).



# OUR BENEFITS

We know that working here is more than just a job title. Our benefits are a way of recognising employees for the important work they all do.



## Community

- Employee Affinity Groups (incl. LGBTQ+, Black Affinity Group, Racialised Minority, Disabled and Neurodivergent, Parenting Network)
- Employee Resource Groups (incl. D&I, Sustainability)
- Organisational away day once a year
- Regular social activities – virtual and in-person
- Social work roles can join the Fellowship after one year of service



## Family

- Enhanced Occupational Maternity, Adoption, and Shared Parental and Partner leave policies
- Foster and kinship care policy – support and time off for training (up to 5 days)
- Time off for fertility treatment/IVF appointments



## Flexible working

- Home-working around the needs of your role
- Flexibility around our core hours (10am-4pm)
- Mission aligned volunteering time (up to 3 days)



## Learning and development

- CPD – L&D Calendar and apprenticeships
- Tailored, in-house workshops
- Coaching with qualified, professional coach
- Mentoring scheme for underrepresented groups



## Holidays

- 25 days annual leave, plus bank holidays and office closure from 25 December to 1 January
- Holiday entitlement increases by one day every year after two years' service (up to max. 30 days)
- Buy up to five days annual leave a year



## Health and well-being

- Employee Support Service – 24/7 confidential advice line and counselling
- Occupational Health support
- Life Assurance Scheme – death in service benefit of x3 annual salary
- Free eye test and flu vaccine
- Sabbatical after 3 years' service (up to 6 months)



## Pay, pension and loans

- Transparent salary structure, job evaluation to ensure benchmarking and competitive pay
- Up to 8% employer pension contribution, via salary sacrifice
- Interest-free bike and season ticket loan
- Interest-free deposit loan for renting or buying a new home



# THE ROLE

## Reports to:

Head of Curriculum

## Salary:

£59,087.34 (£63,219.29 including London weighting), plus competitive pension

## Contract:

Full Time, Permanent

## Location:

National. If London based, travel to our London office required 2 times a week.

## The team you will be working in:

### The Curriculum Team

The Principal Learning Lead will play a leading role in developing and delivering Frontline's Approach Social Work programme, a fast-track master's in social work and our internal Consultant Social Worker programme.

The role ensures that evidence-informed learning methods underpin the design and delivery of teaching. You will define and uphold high teaching and learning standards, incorporating the latest research, trends, and technologies. Working closely with the Curriculum, Delivery, and Digital Learning teams, as well as external contributors, you will ensure that programmes are cohesive, accessible, and inclusive, equipping participants with the knowledge and skills needed to work effectively with children and families.

You will contribute significantly to the successful implementation of the curriculum by collaborating with subject matter experts and will play a key role in developing Practice Tutors and Curriculum Leads in content creation and the science of teaching and learning. This is a varied and dynamic role, requiring enthusiasm for innovation, a passion for teaching and learning, and a strong interest in social work education.

## Direct reports:

3- 4

## Closing date:

**14 April 2025 at 9am**

## Interviews:

**First round:** 28 April 2025 (online)

**Second round:** 1 May 2025 (in person)





# THE ROLE

## Job description:

Your role will take the lead in embedding and evolving our Quality Standards for Teaching and Learning and acting as a champion for this work across our programmes. You will work alongside the Head of Curriculum, Principal Curriculum Leads and Principal Practice Tutors to ensure a high quality, effective learning experience for our participants. You are responsible for successfully incorporating best practice in pedagogy, through the provision of training, guidance and quality assurance activities across teams.

## Key responsibilities:

- Alongside colleagues lead the design and development of an innovative and evidence-informed curriculum which aligns with academic and statutory standards at master's level.
- Ensure alignment with best pedagogical practices and sector standards.
- Embed the latest pedagogical research and evidence-based teaching methodologies.
- Promote active, inclusive, and participant centred learning approaches.
- Incorporate digital learning tools and technologies to enhance engagement.
- Provide guidance and training to curriculum and delivery colleagues on effective pedagogical strategies.
- Support colleagues in implementing learning that drives participants' academic success and development of their social work skills and knowledge.
- Foster a culture of continuous improvement in teaching and learning by maintaining and developing mechanisms to evaluate and enhance the quality of teaching and learning.
- Work with colleagues to gather and act on data and feedback to improve pedagogical approaches.
- Stay updated with best practices in higher education learning design and delivery.
- Contribute towards fostering a research-minded teaching culture within programmes.
- Work closely with academic and professional colleagues to ensure cohesive programme delivery.
- Engage in institutional and national networks on higher education pedagogy.



# THE ROLE

## Person specification:

Experience and Knowledge	Essential or Desirable	Where this will be assessed?
Learning design and delivery/pedagogy at Higher Education level	<i>Essential</i>	<i>Interview and Application (I A)</i>
Higher education programme design and delivery	<i>Essential</i>	<i>I A</i>
Line management	<i>Essential</i>	<i>I A</i>
Quality assurance and evaluation	<i>Essential</i>	<i>I A</i>
Contributing to the delivery of large-scale learning programmes including experience of project management and holding individuals/ teams to account.	<i>Essential</i>	<i>I A</i>
Expert knowledge of digital learning tools for the delivery of engaging and innovative learning.	<i>Essential</i>	<i>I A</i>
Knowledge of social work practice and sector	<i>Desirable</i>	<i>I A</i>
Delivering training for continuous improvement to design and delivery	<i>Desirable</i>	<i>I A</i>





# THE ROLE

## Person specification:

Characteristics and Skills	Essential or Desirable	Where this will be assessed?
Strong written and verbal communication skills	<i>Essential</i>	I A
Exceptional skills in IT and use of various software packages (Teams, Zoom, Word, Excel, PowerPoint, Power BI, Moodle and other VLE/LMS, and other learning technologies)	<i>Essential</i>	I A
Ability and experience to influence others and drive change	<i>Essential</i>	I A
Commitment to Frontline's <a href="#">Mission</a>	<i>Essential</i>	I A
Commitment to equity, diversity and inclusion	<i>Essential</i>	I A
Ability to collaborate with colleagues and teams and work autonomously.	<i>Essential</i>	I A
Exceptional understanding and skills in data management, quality assurance, and evaluation	<i>Desirable</i>	I A



# THE ROLE

Diversity means stronger teams and we want Frontline to reflect the communities we serve. Therefore, we are actively seeking applicants from racialised minority backgrounds for this role. We are a disability confident employer and welcome applicants with disabilities. We ensure a diverse shortlist for all our roles, so when prompted, we encourage you to share this information with us if you are willing to do so.

Please let us know how we can make the recruitment process more accessible for you by emailing [people@thefrontline.org.uk](mailto:people@thefrontline.org.uk). You may not have all of the experience or skills listed in this job pack but don't let that automatically put you off applying. If you have relevant experience and feel you would be a good fit for this role, we'd love to hear from you.

It is important to us that you are aligned with our values and committed to:

- working to deliver our [mission](#) and helping achieve our vision
- working towards our organisational goal of creating 4,000 impactful fellows by 2025
- creating a culture of freedom and responsibility
- actively dismantling discrimination in your role

## Requirements of the role:

- Right to work in the UK
- Qualified teacher/lecturer/educator i.e. you will have a PGCE/PGDE/PG Cert HE or equivalent (essential)
- Masters in education, pedagogy or further study related to teaching and/or learning e.g. CIPD (desirable)
- This post is subject to a police check of previous criminal convictions with the Disclosure and Barring Service (DBS)

## How to apply:

If this sounds like the right role and organisation for you, please apply by following this [link](#).

Please note that we reserve the right to close all roles early if we experience a high number of applications. If you think the role is a right fit for you, please apply as soon as you can.

## Want to find out more?

Please contact:

Dr. Damon Briggs, Head of Curriculum at [damon.briggs@thefrontline.org.uk](mailto:damon.briggs@thefrontline.org.uk)

