

A photograph of two women in conversation. The woman on the left has long dark braids and is wearing an orange sweater. The woman on the right has short 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, possibly pyramids or triangles, arranged in a pattern. The overall mood is positive and collaborative.

Frontline

**Principal Academic Inclusion Lead
Curriculum Team (Fixed Term)**

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, 30% of our employees are from racialised minority backgrounds, 6% are disabled, 18 are neurodivergent and 19% 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.



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, Paternity and Shared Parental leave policies
- Foster and kinship care policy – support and time off for training (up to 10 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:
£61,155.40 (£65,431.97 with London office allowance) plus competitive pension

Contract:
Full time, up to 12-month fixed term

Location: Hybrid, 2 days a week expected in our London Office. Those living outside the M25 can opt to not receive London Office Allowance and agree a more flexible office attendance pattern at offer stage.

The team you will be working in:

You will be based within the Chief Social Worker directorate within the Curriculum Team. However, this role will work across the whole of the Chief directorate including the Curriculum, Delivery and Admissions and Support Teams on the Approach Social Work Programme.

As a Principal you will hold line management responsibility within the Chief Social Worker Directorate. You will report to the Head of Curriculum.

Direct reports:
Up to 3

Closing date:
18 May 2026 at 23:59

Interviews:
First round: Tuesday 26 May 2026

Second round: Friday 29 May 2026
(in person in London)



THE ROLE

Job description:

The Principal Academic and Inclusion Lead acts as a participant-centred professional to lead retention, belonging, and academic success initiatives on our programmes. The Principal Academic Inclusion Lead will strategically design, deliver, and evaluate systems that enable all participants—particularly those at risk or with additional needs—to thrive across the three year Approach Social Work Programme.

Key responsibilities:

- Creating and implementing a proactive framework to identify participants requiring early intervention, informed by data and tutor insight.
- Designing universal and targeted academic skills support, including study skills provision for offer-holders assessed as needing early help.
- Leading a comprehensive Participant Success and Belonging Programme to foster community, peer networks, and inclusive practice.
- Strategically delivering pastoral support and advising on retention systems across the programme.
- Championing diversity, equity, and inclusion to reduce awarding gaps and structural barriers through leadership of the community spaces
- Training and developing internal practice tutors and curriculum leads in effective academic skills guidance and culturally responsive tutoring.
- Monitoring impact through clear metrics, reporting outcomes, and refining approaches for continuous improvement.
- Demonstrate expertise in higher education participant support, commitment to social justice, and the ability to influence strategic change that empowers participants.
- Lead and participate in teaching, marking, moderation and dissertation supervision
- Provide line management and leadership within the chief social worker directorate



THE ROLE

Person specification:

Experience and Knowledge	Essential or Desirable	Where this will be assessed?
Master's qualification (or equivalent experience) in education, social work, or related field	<i>Essential</i>	<i>Application</i>
Registered social worker in England	<i>Essential</i>	<i>Application</i>
Strong understanding of postgraduate student support, retention strategies, and success metrics	<i>Essential</i>	<i>Application/ Interview</i>
Knowledge of diversity, equity, inclusion, and strategies to reduce awarding gaps	<i>Essential</i>	<i>Application/ Interview</i>
Excellent knowledge of social work practice and education	<i>Essential</i>	<i>Application/ Interview</i>
Proven track record in designing and delivering academic and/or pastoral support at higher education level	<i>Desirable</i>	<i>Application/ Interview</i>
Experience creating early intervention systems for participants at risk of non-progression or underachievement	<i>Desirable</i>	<i>Application/ Interview</i>
Demonstrated success in leading initiatives to improve belonging and community for diverse participant cohorts	<i>Desirable</i>	<i>Application/ Interview</i>
Experience training or mentoring staff in tutoring, study skills, or student support approaches	<i>Essential</i>	<i>Application/ Interview</i>



THE ROLE

Person specification:

Characteristics and Skills	Essential or Desirable	Where this will be assessed?
Ability to analyse participant data and translate insights into targeted action using Salesforce and other software.	<i>Essential</i>	<i>Application/ Interview</i>
Excellent interpersonal and communication skills to engage participants and colleagues from varied backgrounds	<i>Essential</i>	<i>Application/ Interview</i>
Strategic planning and organisational skills to design, implement, and evaluate support programmes	<i>Essential</i>	<i>Application/ Interview</i>
Commitment to culturally responsive, participant-centred practice	<i>Essential</i>	<i>Application/ Interview</i>
Collaborative mindset with the ability to influence stakeholders at programme and institutional levels	<i>Essential</i>	<i>Application/ Interview</i>
Strong commitment to equity, inclusion, and social justice	<i>Essential</i>	<i>Application/ Interview</i>
Empathy, integrity, and a proactive approach to removing barriers to participant success	<i>Essential</i>	<i>Application/ Interview</i>
Commitment to Frontline's culture of Freedom and Responsibility.	<i>Essential</i>	<i>Application/ Interview</i>



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

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
- creating a culture of freedom and responsibility
- actively dismantling discrimination in your role

How to apply:

Please apply via 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: Damon Briggs, Head of Curriculum

Damon.briggs@thefrontline.org.uk

