



**JOSEPH  
CHAMBERLAIN**  
SIXTH FORM COLLEGE

**Ofsted**  
Outstanding  
Provider



# APPLICATION PACK

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## PERSONAL DEVELOPMENT COACH



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# INTRODUCTION FROM THE PRINCIPAL AND CEO

Dear Colleague,

Thank you for your interest in the position of Personal Development Coach at Joseph Chamberlain Sixth Form College (JCC) for September 2025. We are delighted that you are thinking about joining us.

As you get to know the College a bit more throughout this application process, I am confident that you will see what a special place JCC is: our students are a joy to work with; our staff are wonderful to be around and our facilities/resources are first class. I am extremely proud to lead such an exceptional place, where we are all united in our aspirations to do our best by each and every student.

Our students come from diverse range of backgrounds, and we embrace the opportunities that come with being located in one of the more deprived areas of the country because this is what makes JCC such a vibrant and exciting place to work. To see our students achieve the phenomenal success that they do, and to watch their development into confident, aspirational young adults, gives us all enormous pleasure. We are really proud of the positive difference we are able to make to their lives.

We are known locally and nationwide as a place of true excellence, where the progress students make places us regularly in the top 10% of the country. We are the highest performing Sixth Form College in the Midlands and, in our most recent Ofsted inspection of 2024, we were awarded their highest grade of 'outstanding' in all categories for the second time in a row. This is, I believe, because our staff are some of the best in the country and are all positive, like-minded individuals, who share a passion for working with young people to transform their lives for the better.

In return for that dedication, I promise you a happy and supportive place to work, where you will be fully recognised for what you do and be provided with all the support, facilities and resources that you need to do the best job that you can. We will nurture your career carefully with fantastic professional development opportunities and look after your wellbeing with a combination of care and additional benefits.

Finally, I would like to say that I really appreciate your investment of time in exploring the College and this position. If you have any questions at all, please do contact us and we will be more than happy to help.

Whatever the outcome, I wish you the very best in the future.

**Tony Day – Principal and CEO**



# ABOUT JOSEPH CHAMBERLAIN COLLEGE

## Background and Context

Joseph Chamberlain College is a hugely popular and highly successful Sixth Form College that was established in 1983 and now offers a wide range of academic courses at all levels to around 2600 school leavers, alongside approximately 800 part-time adult learners on a separate site.

Our curriculum offer is highly inclusive, offering the potential for enormous success to all students, regardless of their starting points and backgrounds. Approximately 80% of our work is with school leavers at Level 3, who study AS/A Levels or Level 3 BTEC Extended Diplomas. In addition, our separate Adult Learning Directorate offers part-time classes in ESOL, maths and vocational studies to the local communities. Our wider curriculum is also rich and varied allowing students to benefit from a great deal of choice in sports, work experience, subject-based co-curricular activity, trips/visits, and various other student-led clubs/societies.

In 2024, students at Joseph Chamberlain College achieved, once again, outstanding exam results, placing us in the top 10% of all schools and colleges nationally for the eleventh consecutive year. In our most recent Ofsted inspection, we were graded as 'outstanding' in all categories for the second time; we are the only College in the West Midlands to achieve this in two consecutive inspections.

We have been featured in the Parliamentary Review twice for best practice in further education, and we have been awarded the Teachers' Development Trust (TDT) Silver award for our comprehensive package of innovative and high-impact professional development. We run award winning work experience programmes and hold the prestigious Matrix Award for careers advice and guidance. As part of a local Teaching Alliance, we support all Early Career Teachers, from both secondary and post-16 backgrounds, to complete their ECT years and achieve either QTS or QTLS.

The College is situated within easy reach of Birmingham city centre in a state-of-the-art building with superbly equipped classrooms and outstanding facilities.



## Our Purpose – What We Are Here To Do

To provide an exceptional educational experience that results in significantly improved futures for all of our students.

## Our Vision

Joseph Chamberlain College will be the first choice for school leavers in Birmingham because it will be recognised for excellence in academic achievement, exceptionally high standards of teaching and its capacity to raise the aspirations and ambitions of all of its staff and students so that they can enjoy rewarding and successful futures.

## Our Core Values

Central to all that we do, are our core values. As a team of staff, students and governors, we believe in:

- **Excellence and Ambition**

At Joseph Chamberlain Sixth Form College, we are dedicated to providing an outstanding learning experience to all students. As a result, we have high ambitions and expectations of everyone and always strive for excellence. We demonstrate a 'can do' attitude and embrace the need for continuous improvement and positive change.

- **Cooperation and Communication**

Here, we believe in working together as a team, for the benefit of the College. Learning from our own and each other's mistakes and successes, we encourage everyone to take responsibility for their actions. We are open and honest with each other, and have built effective professional relations with each other through mutual trust and transparent communication.

- **Equality and Recognition**

Throughout the College, diversity and inclusivity underpin everything we do, and we will always treat everyone with respect and fairness. We value and recognise the contribution to that every individual makes to the lives of students and are loyal to and proud of our College and our students.

## Benefits of Working at JCC

- An extra week of annual leave can be earned each year via our generous 'time off in lieu' (TOIL) policy.
- The College is in an exceptionally secure financial position with high cash reserves, providing security for all employees.
- A detailed staff wellbeing strategy, including a social committee, staff wellbeing days, free breakfasts and wellbeing groups
- Strong established departments, well-equipped with resources and learning materials to share
- Cycle to Work Scheme with secure facilities for those who cycle
- Free access to a state-of-the-art gym and sports facilities
- A high specification laptop for every member of staff
- Membership of rewards schemes e.g. Blue Light Card
- Childcare vouchers scheme
- Medical: Access to a private medical insurance plan via BHSF, reimbursed flu vaccinations and eye tests, and access to the College Nurse/Paramedic on site full-time
- Employee Assistance Programme, offering legal, health, counselling and wellbeing advice
- Access to a college car for business use
- A free bus to the city-centre each evening
- Free car park in a brand-new facility with charging for electric vehicles
- Hardworking and well-behaved Sixth Form College Students who are ambitious for their future success
- A supportive and caring leadership team.

# JOB DESCRIPTION

## Job Description: Personal Development Coach

### Accountability

The post holder will be accountable to the Personal Development Manager.

### Duties and responsibilities:

In the first instance, the duties and responsibilities are listed below. Going forward, as the needs of the college change, the duties and responsibilities within this role may also be subject to further change.

- To work as part of the Personal Development team to design and deliver the College tutorial programme for 16-18 students.
- To deliver an engaging group tutorial curriculum to encourage personal development, growth and a positive transition into adulthood, further study or into employment.
- To support the delivery of the Personal Development Speakers programme which provides information, advice and guidance to students on a range of topics.
- To provide information advice and guidance to students who are applying to university and to support students to apply to higher education institutions via the UCAS system.
- To collate and upload references ensuring that these provide the students the best chance of positive progression.
- To provide information advice and guidance to students on Student Finance and the application process.
- To provide apprenticeship and employment support to students.
- To participate in a range of events including New Student Induction, UCAS Parents Evening and Results Day workshops.
- To support the Futures Team with the collection of intended and actual destinations.
- To support the effective running of the college by becoming a member of the exam invigilation team during the college exam period and providing cover for other members of the tutorial delivery team when required
- To undertake appraisal and continual professional development.
- To undertake any duties that can be accommodated within the grading of the post.

# PERSON SPECIFICATION

Methods of Assessment: Application Form (A), Interview (I), References (R), Certificates (C), Tasks (T)	Essential	Desirable	Method of Assessment *				
			A	I	R	C	T
<b>Education, Qualifications and Training</b>							
Degree or substantial relevant experience.							
Relevant teaching qualification							
<b>Experience and Knowledge</b>							
Experience of delivering workshops or tutorials to groups of 16-18 year olds							
Experience or aptitude for working successfully with young people to help ensure they achieve their goals							
Experience of working within the education, youth or community sector.							
Ability to build effective working relationships with a wide range of students.							
Knowledge of the post 16 education system and an understanding of the UCAS application and transition process							
Knowledge of the issue that young people face as they transition into adulthood.							
<b>Skills and Qualities</b>							
The ability to motivate young people to reach their full potential.							
Possess outstanding interpersonal skills, to enable strong relationships to be formed with young people.							
Demonstrate excellent written communication skills.							
Strong administrative skills and a high level of personal organisation.							
An ability to work within deadlines.							
Be able to maintain confidentiality and show sensitivity to student needs.							
Flexible and self-motivated.							
Resilient and able to work under pressure							
Reflective, self-critical and adaptable to new ideas for the benefit of the College, its staff and its students.							
Demonstrate a commitment to Equality and Diversity issues.							
A commitment to safeguarding and promoting the welfare of children and young people.							

Other							
Enhanced DBS Clearance	✓		✓			✓	
Ability to meet the requirements of the Asylum and Immigration Act (to be legally work in the UK).	✓		✓			✓	

## Post Title: Personal Development Coach

### Contract Type

Full time, 5 days per week, term-time plus 10 days

### Salary

The salary for this post is paid on the Support Staff Pay Scale at point 9, currently £25,786 FTE, per annum. The salary will be adjusted for term time plus 10 days working.

### Start Date

August 2025

### Working Week

Hours of work will be 36.5 hours over 5 days, during term time plus an additional 10 days which will be agreed by your line manager. You will very occasionally be required to work outside normal hours and this will be agreed by negotiation.

Please be aware that our term dates fall in line with Birmingham City Council term dates, aside from the summer term.

### Holiday Entitlement

As this role is term-time, this post is not eligible for annual leave to be taken during the term. All holiday is taken during the College vacations. The leave year shall run from September to August each year.

### Superannuation

The successful candidate will be eligible to join the Local Government Pension Scheme and you will automatically become a member unless you opt not to join.



# HOW TO APPLY

- To apply, please visit our vacancy page online <https://www.jcc.ac.uk/about-jcc/jobs/>. You will be taken to our recruitment portal, My New Term, where you will need to follow and complete the application details.
- If you are applying for a teaching or curriculum-based role, and you are shortlisted, we will request that you complete an examination results form, which we will send with the interview information pack (applicants who are still completing their PGCE course will need not complete this).
- If you have any queries regarding this role or require support with your application, please contact the HR team:

Email: [HR@jcc.ac.uk](mailto:HR@jcc.ac.uk)

Telephone: 0121 446 2255

## Deadline

The deadline for the post(s) is **Friday 2<sup>nd</sup> May 2025 (to arrive no later than 12 noon)**.

## Shortlisting

Unfortunately, we will be unable to notify candidates who are not on the shortlist. Therefore, if you have not heard from us within 4 weeks of the closing date, then please assume your application has been unsuccessful on this occasion.

## Equal Opportunities Policy

Joseph Chamberlain College is committed to equality of opportunity in recruitment and selection. Every care has been taken in the drawing up of this job description and person specification to ensure that the requirements of the post are not discriminatory on any grounds and particularly in relation to any protected characteristics, as defined by the Equality Act 2010. Similar care will be taken during the short-listing and interviewing stages.

If candidates are dissatisfied about any part of the process, they should write in the first instance to the Principal of the College setting out the nature of their complaint.

## Guide to the General Data Protection Regulation (GDPR - 2018)

Under the General Data Protection Regulation (2018), the College needs to have your consent to collect and process information about you for the proper administration of the selection process and the employment relationship should you be appointed. Please accordingly make sure you sign the declarations at the end of the application form. After an appointment has been made, all the papers of unsuccessful candidates are kept for a period of six months and are then destroyed. For further information about how the College processes personal data please visit our website.

## Candidates with a Disability

The College is a Disability Symbol User. If candidates with a disability need any special arrangements for interview, they should enclose a letter giving details of these, marked for the attention of the HR Manager.

### **Rehabilitation of Offenders Act 1974**

In accordance with the Rehabilitation of Offenders Act (ROA) 1974 and the Exceptions Order 1975 (amended 2013 and 2020), employees with access to children and young people under the age of 18 are not allowed to withhold information regarding criminal convictions no matter when they occurred.

### **Disclosure and Barring Service Check**

The college is committed to safeguarding and promoting the welfare of its students. We will carry out checks on all those who are offered employment with us.

Appointment is subject to you obtaining a satisfactory Enhanced Criminal Records Check through the Disclosure and Barring Service (DBS). The successful candidate will be required to provide relevant evidence to enable a DBS check to be undertaken prior to commencement of employment. The College follows the Code of Practice laid down by the DBS (available from the DBS website). It is an offence to apply for a role if an applicant is barred from working with children. Further details will be given upon appointment.

In the future, you may also be asked to subscribe to the DBS Update Service and to maintain that subscription of an annual basis. There will be a small annual cost to the individual. The College will undertake 'status checks' on DBS Disclosures to assess that the information on the original certificate remains current; membership of the Update Service is therefore mandatory to enable status checks to be completed.

Any offer of employment will be conditional upon DBS clearance and a satisfactory outcome to other safeguarding checks as deemed to be appropriate by the College.

### **The Selection Process**

As part of our due diligence on all short-listed candidates, an online search will be carried out prior to interview. Short-listing of candidates for interview will be undertaken by the line manager and a member of the senior management team. The selection process is likely to involve a short lesson observation, an interview and a written task. At the end of the interview you will be given the opportunity to add anything further in support of your application or ask any questions. The panel will make its decision based on the evidence presented throughout the process and will contact all candidates with an outcome as soon as possible afterwards,