Barnsley College

Working at Barnsley College

Our College is recognised as outstanding by Ofsted.



WELCOME

Hello. I'm really pleased to see you are interested in becoming part of the Barnsley College team.

Barnsley College is an inspiring, aspirational and exciting place to work. We recruit staff from all over the region and many of our staff travel from further afield for the opportunity to work at our Outstanding College.

To ensure we achieve our vision of Transforming Lives, we need the very best staff members who can teach, guide, support and encourage our students to be the best versions of themselves, achieve their qualifications, and go on to do amazing things. Of course, this isn't just about teaching staff, we recognise that our support staff, from Estates to Marketing, and Finance to Safeguarding, also play an essential role in keeping the College running smoothly.

Wherever your expertise lies, if you'd like to work at a highly successful College in a supportive, nurturing, diverse and inclusive environment, then you're looking in the right place. We look forward to receiving your application and wish you the very best of luck with your future career.

Yiannis Koursis OBE
Principal and Chief Executive, Barnsley College.

BARNSLEY IN THE HEART OF SOUTH YORKSHIRE



Barnsley is a large town in South Yorkshire, located between Leeds and Sheffield. The friendly and welcoming town remains rooted in its industrial heritage of coal mining and glassmaking.

Barnsley's vibrant history, arts and entertainment culture, coupled with its excellent location bordering onto the Peak District, make it a fantastic place to live and work.

By bus and rail

With a transport interchange just five minutes away from main College campus, Barnsley has fantastic links to Sheffield, Leeds, Doncaster and beyond.

By road

The M1 passes to the west of Barnsley and the town can be reached via Junctions 36, 37 or 38. The College is just 1.8 miles from Junction 37, allowing convenient road access to the rest of the country.

Town centre

With high street stores, boutique shops and a market hall, there is plenty of shops to choose from in the town centre. The Glass Works, a new £180m development scheme, provides a modern, contemporary retail and leisure destination whilst complementing the traditions of Barnsley's historic markets.

Property and housing

Barnsley is situated close to the Peak District National Park and close to large cities such as Sheffield and Leeds. With house prices generally being cheaper than the surrounding cities, there are houses available in Barnsley to meet every budget.

Culture

The town is home to several museums and galleries, all of which serve to celebrate Barnsley's rich heritage in mining and glassmaking.

Get into nature

Barnsley is just 10 miles away from the Peak District National Park.

OUR COLLEGE IN THE HEART OF BARNSLEY

Barnsley College has a number of campuses in and around the town centre. Each of our sites is tailored to meet the needs of the students studying there.

Want to take the tour?
Click the links on the following pages to find out more or, if you've printed out this recruitment pack, you can scan the QR codes with your smartphone's camera to access the links.




Barnsley Sixth Form College




Honeywell Sports campus

Barnsley Sixth Form College
https://www.barnsley.ac.uk/campuses/sixth-form-college/
Our Sixth Form Campus houses all of the College's A Level provision and features classrooms, learning zones, an outdoor space for art students and a rooftop garden.

Construction Centre - The CUBE
https://www.youtube.com/watch?v=F3d98X-sIXM&t=25s
The Construction Centre on the Honeywell campus houses innovative and inspiring work areas with industry-led equipment, providing a high-quality learning experience for students.

Honeywell Sports campus
https://youtu.be/EMjTHrQGkhM
The Honeywell Sports campus is tailored for our Sports, Travel and Tourism, and Public Services students and offers excellent facilities, including a gym, a 4G Sports pitch and sports halls.

Independent Training Services
https://www.independenttrainingservices.co.uk/
ITS is a national training provider based in Queens Court, at the heart of Barnsley. They are a registered charity and part of Barnsley College.

Mansfield Education Hub
https://www.barnsley.ac.uk/campuses/mansfield-education-hub/
Our base in Mansfield, where we deliver several Foundation Learning programmes.









Old Mill Lane campus

https://www.barnsley.ac.uk/campuses/old-mill-lane-campus/

The main College building, complete with a large library, art and design studios, industry-standard catering kitchens, simulated air cabin and much more. Also home to many of the student-facing service departments.

Park Road campus

https://www.barnsley.ac.uk/campuses/park-road-campus/

Park Road campus is our dedicated 14-16 centre, with Direct Entry and Electively Home Educated provision both based here.

Science, Technology, Engineering and Maths (STEM) Centre

https://youtu.be/T_zsPv_I-_M

The STEM Centre offers excellent facilities to students and staff including engineering and electrical workshops, laboratory facilities and learning zones containing computer equipment and reference materials.

SciTech Digital Innovation Hub

https://youtu.be/kRnSVklxT7A

The SciTech Digital Innovation Hub, officially opened in October 2021, accommodates students studying a range of Digital Industries subjects including broadcast journalism, computing and IT, digital design, digital photography, film and TV and games design.









Shropshire Apprenticeships

https://youtu.be/zeIp_8oRM5o

Barnsley College won the tender for delivery of apprenticeships with both Shropshire Council and Telford and Wrekin Council in the summer of 2019. Since then we have worked closely with both councils to develop a team and training facilities.

The Electric Theatre

https://www.barnsley.ac.uk/campuses/the-electric-theatre/

The Electric Theatre is a vibrant theatre complex situated in the heart of Barnsley and includes two dance studios, classrooms and a 180-seat theatre with specialist infrastructure.

The Fleets

https://www.barnsley.ac.uk/campuses/the-fleets/

The Fleets campus accommodates our Foundation Learning students and underwent renovation in the summer of 2020.

Think Low Carbon Centre

https://www.barnsley.ac.uk/campuses/think-low-carbon-centre/

The £4.2m Think Low Carbon Centre, based on our Honeywell campus, is a Sustainable Centre of Excellence designed to facilitate research, development and knowledge transfer for environmental technologies.

Wigfield Farm Campus

https://www.barnsley.ac.uk/campuses/wigfield-farm/

Wigfield Farm campus is a working farm and visitor attraction in Worsbrough on the edge of Barnsley. It houses over 60 species of animals, including domestic farmstock and exotic species in a dedicated reptile house.

LOOKING TO THE FUTURE

Barnsley 2030 sets out a long-term vision for Barnsley and how Barnsley Metropolitan Borough Council will work with a number of local institutions to achieve it.

As a flagship institution for the local community, Barnsley College is leading on the Educating Barnsley project. Barnsley is thinking ahead and investing in building skills, so that our learning opportunities reflect the modern and emerging areas of employment.



STAFF BENEFITS



55 DAYS

Annual leave for teachers including bank holidays and College closure days



47 DAYS

Annual leave for Support and Management Staff including bank holidays and College closure days



FLEXIBILITY

Including job sharing, flexible hours and working patterns



FAMILY FRIENDLY

Enhanced maternity, paternity and parental leave



ON YOUR BIKE

Cycle to Work scheme



DEVELOPMENT

CPD, training and development opportunities available to all staff



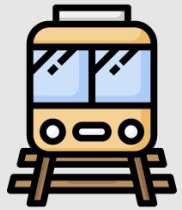
HEALTH AND FITNESS

Discounted gym membership and health care plans



LOOK YOUR BEST

Discounted beauty therapy and hairdressing



ALL ABOARD

Northern Rail season ticket scheme



TECH-SAVVY

Free Office 365 for up to five machines



MONEY MATTERS

Local Government or Teacher's Pension Scheme, as well as discounts at hundreds of retailers

INVESTORS IN PEOPLE

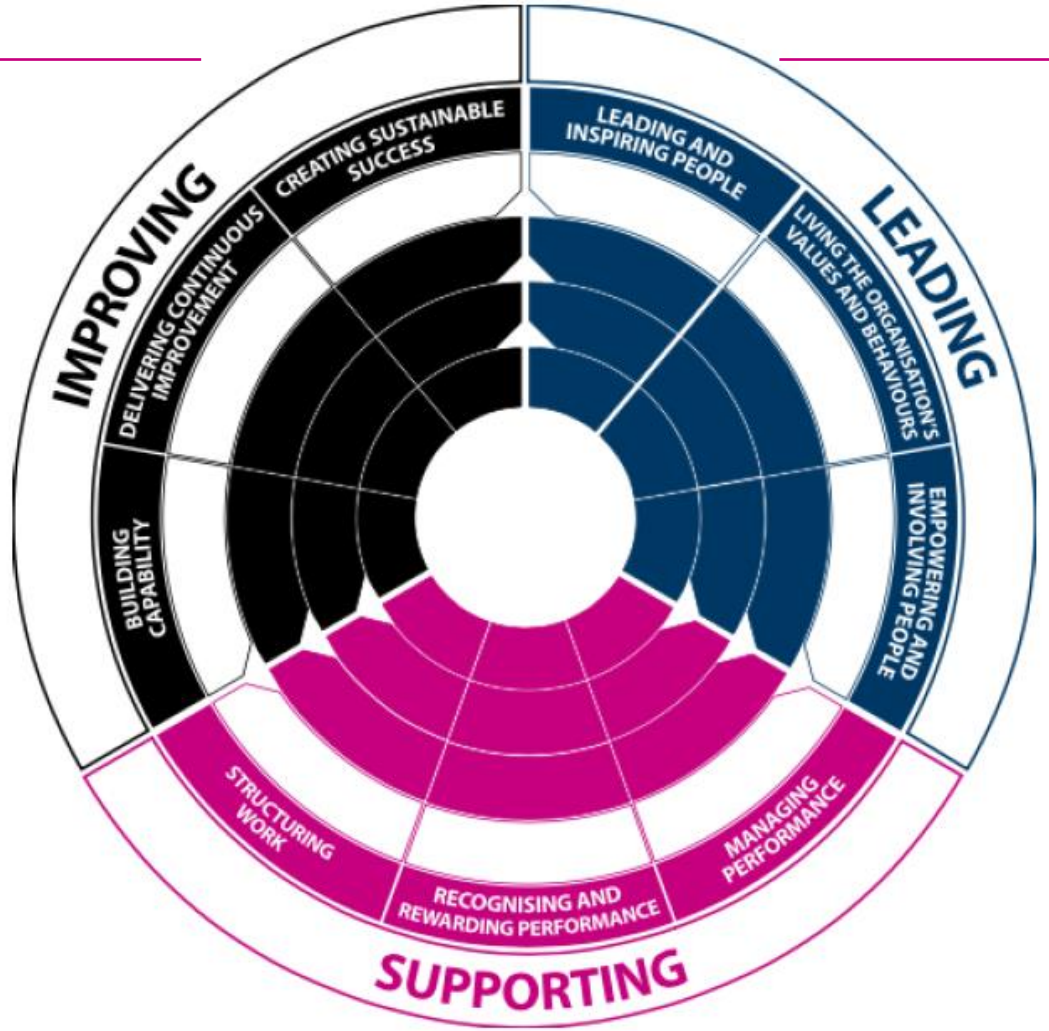
The Investors in People (IIP) gold award is only achieved by 17% of organisation members of IIP and highlights our commitment to investing in the development and wellbeing of our staff.

Gold accreditation means that the College has got the policies in place to support and develop staff, but more than that, it means everyone – whether senior leaders or apprentices - takes ownership for making those policies come to life.

According to the report, Barnsley College performed strongly against an internationally-recognised People 'Framework for Excellence'.

The College has developed and implemented a clear and coherent high-level Strategic Framework. There is clear alignment of **PURPOSE - VISION – MISSION and VALUES** with high-level objectives and priorities supported by Business Strategy and Planning at Organisational and Departmental levels.

Those interviewed indicated that they feel engaged and included in decision-making. In turn, staff feel valued and recognised for the contribution they make to the success of the organisation.



LIFE AT BARNSLEY COLLEGE



Name: Heather Jackson

Job title: Director of Governance

“I chose to apply to work at the College because it gave me the opportunity to use my skills and knowledge from working in colleges and in Higher Education and the Charity sector. It was the staff I spoke to beforehand and at interview who were so positive and supportive that made we want to work for Barnsley College and see how I could contribute to making it such an outstanding place to work.”



Name: Phoebe Salmon-Horner

Job title: Student Services Officer

“I have been welcomed by all the staff. It has been a career aspiration of mine to work in education and specifically in student services, to support students and provide a welcoming space to help them on their progression pathway. Barnsley College has a culture of kindness and trust, where staff and students show each other respect and appreciation for their work.”

LIFE AT BARNSLEY COLLEGE



Name: Daniel Cherryholme

Job title: Account Manager, Business Development Unit

“The best bit about working for Barnsley College is the way that no matter which department or area you are from, you always feel welcome and involved in every aspect about the College, giving you the feeling of working together like one big family.

“The College is continually growing and offers a variety of growth opportunities through various positions and departments. Job satisfaction and retention is one of the key attributes when an individual is looking for job security and the College definitely offers this.”



Name: Kay Conway

Job title: Fashion Tutor

“If students get to work in a career that they enjoy then I have made a difference. I’ve taught at Barnsley College for 21 years and relish the opportunity to help students to achieve their own goals.”

COLLEGE BEHAVIOURS

At Barnsley College, we have a comprehensive list of behaviours that underpin our core values and everyday activities.

To draw up this list, a consultation was held with staff across all departments to determine what it means to work here and which actions best reflect our values as an institution.



Aspirational



Leader

- Visibly leads and drives the College to prepare for external developments, trends and changes
- Develops strategies/goals that differentiate the College from other colleges
- Inspires and motivates others to bring their best selves to the College and exceed expectations
- Collaborates with other Senior Leaders to create a strong leadership team and drives shared accountability for College performance
- Celebrates bold action in others, whether they succeed or fail

Manager

- Puts the interest of the students and wider College community first before the interest of their department
- Sets clear goals and rallies their team around a common, clear purpose
- Encourages others to try new ideas, and provides support in the process
- Delegates appropriately, utilising the skills and knowledge around them to achieve successful results
- Seeks and acts on feedback, building awareness of their impact as a manager

Staff

- Demonstrates an openness to new direction
- Remains driven and adapts to changing goals (personal or College)
- Undertakes development activities to pursue personal development goals
- Is comfortable taking risks to try new ideas and approaches, even if they might fail
- Aims high with a desire to do an outstanding job

Supportive



Leader

- Enables and encourages collaboration across the College
- Identifies and proactively supports the development of next generation leaders
- Enables others to devise plans aligned with the College's overall vision and purpose
- Makes themselves accessible and approachable to staff at all levels
- Inspires staff to work together to deliver exceptional performance

Manager

- Creates a safe environment where risk taking is encouraged and can be learned from
- Develops others through coaching and feedback
- Identifies barriers to effective team-work and removes them
- Enables others to see problems in a different light to explore creative solutions

Staff

- Develops internal and external relationships to achieve the best possible outcomes
- Readily share knowledge to maximise the range of expertise across the College
- Quick to offer a helping hand to colleagues when needed

Caring



Leader

- Puts the students at the heart of everything they do
- Focuses discussions and decisions on how the work impacts the community and society
- Considers the impact on all employees before decisions are made
- Encourages participative decision making

Manager

- Puts the students at the heart of everything they do
- Supports their team through change with empathy and understanding
- Empowers their team to have a voice and share their opinions

Staff

- Puts the students at the heart of everything they do
- Demonstrates care for the work they do
- Demonstrates empathy towards others

Respectful



Leader

- Personal behaviour exemplifies the College's values
- Welcomes and respects alternative views and perspectives
- Celebrates the successes and achievements of their colleagues
- Seeks diversity in opinions and feedback
- Builds a College where diverse strengths complement one another
- Celebrates the successes of the College, ensuring recognition of individual and team contribution across the College

Manager

- Personal behaviour exemplifies the College's values
- Welcomes and respects alternative views and perspectives
- Celebrates the successes and achievements of their colleagues
- Creates an environment where people are comfortable to be themselves
- Takes time to recognise the work and contribution of individuals and the whole team
- Demonstrates understanding and empathy for others, regardless of role or background

Staff

- Personal behaviour exemplifies the College's values
- Welcomes and respects alternative views and perspectives
- Celebrates the successes and achievements of their colleagues
- Treats everyone regardless of individual differences with the same level of respect
- Shows respect for views and perspectives different from own

Genuine



Leader

- Communicates clearly the rationale for decisions made
- Takes personal responsibility for the College's successes and failures
- Stands by decisions that benefit the College, even if they are unpopular
- Open to the views of others but ultimately able to act with speed and conviction to make difficult decisions
- Establishes organisational trust by fostering a culture of open and honest two-way communication

Manager

- Takes ownership for delivery of department/team results
- Addresses unsatisfactory performance when it happens
- Gives fair, honest and timely feedback
- Empowers the team and trusts them to deliver great results
- Facilitates difficult conversations and confidently resolves conflict within their team and with others

Staff

- Learns from successes and failures when testing new ways of working
- Takes responsibility for own actions and decisions
- Delivers what they say they will deliver
- Admits mistakes and gains insight from experiences