



# Sir John Thursby Community College



## Candidate Information Pack Welfare Assistant

## **Welcome from the Headteacher**

Dear applicant,

I am delighted to welcome you to our thriving and popular school. We are incredibly proud of our students, community, staff and curriculum and we are excited by this appointment. As Headteacher, I am looking to further strengthen our already well established and effective team who secured an extremely positive inspection in April 2023 and continue to show real ambition for the needs of our students and their families.

Our school is characterised by the way we treat our people and through our core values of Ambition, Respect and Belonging. We believe that all members of our school community should be known, valued and loved and we expect all to share this commitment. We are committed to the professional development of our staff, high standards and ambition for our students alongside respect and kindness for all in our SJT family. We are looking for someone who is able to live out these values.

At SJT we value our staff and have worked hard enable all staff to have a good work-life balance in a supportive working environment. In our last staff survey over 97% of staff were both happy working at SJT and proud to be part of the team. We are committed to supporting well-being and development of all our colleagues. We would welcome discussions about flexibility around the advertised role and would be keen to make achievable adjustments for the right candidate.

We encourage visits to our thriving school at your convenience and I would be delighted to welcome you and show you around. Please contact Susan Rigg ([s.rigg@sirjohnthursby.lancs.sch.uk](mailto:s.rigg@sirjohnthursby.lancs.sch.uk)) to arrange a convenient appointment.

I am excited about the scope of this post. If you like what you have read, and you feel you align with our values, we look forward to hearing about what you can bring to SJT on our journey to excellence.

Matt Renshaw  
Headteacher

## **Welfare Assistant**

**7.5 hours per week (12.00-1.30pm Mon-Fri) Term-Time Only**  
**Foundation Living Wage £12.60 per hour / Actual Salary £4,166pa**  
**To start: ASAP**

**“We are characterised by how we treat our people”**

We are incredibly proud of our ambitious, curriculum focused, research-driven school. Our vision is built around the principles of ambition, respect and belonging and we have a strong commitment to the development of our staff as outstanding professionals.

This is an outstanding opportunity for a friendly, caring and enthusiastic person who can provide practical support in supervising students during lunchtimes. You will be hard-working and motivated and will engage with students, ensuring their safety, welfare and good conduct. Full training will be given.

This is a great opportunity for the right candidate to contribute to our work and benefit from an excellent environment, where all staff are encouraged to progress their careers with us. We have great facilities ensuring that our students and staff have the best learning environment in which to achieve. SJT is a very positive community, with our recent staff survey showing that over 95% of our staff enjoy coming to work and are proud to be part of our school.

The successful candidate will fully embrace our ethos of Ambition, Respect and Belonging whilst bringing fresh ideas that will build on current strengths and achievement. A core pillar of our “belonging” ethos is that all in our community are known, valued and loved. We want all staff to share this commitment.

### **For an application pack please:**

- download from the college website: [www.sirjohnthursby.lancs.sch.uk](http://www.sirjohnthursby.lancs.sch.uk)
- or telephone 01282 682313
- or email [recruitment@sirjohnthursby.lancs.sch.uk](mailto:recruitment@sirjohnthursby.lancs.sch.uk)

Send your completed Application form (only the version attached) stating which post you wish to apply for to: [recruitment@sirjohnthursby.lancs.sch.uk](mailto:recruitment@sirjohnthursby.lancs.sch.uk)

**Closing date: 9am Thursday 4<sup>th</sup> September 2025**

**Shortlisting: Friday 5<sup>th</sup> September 2025**

**Interviews: Friday 12<sup>th</sup> September 2025**

The college is committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. You will be required to undertake an enhanced DBS disclosure and other recruitment checks. Please note that in line with Keeping Children Safe in Education 2024 an online search will be carried out as part of our due diligence on shortlisted candidates.

## Lancashire County Council

### Role Profile – Operational Context Form

<b>Post title:</b> Welfare Assistant (Grade 1)					
<b>Grade:</b>	Grade 1	<b>Staff responsibility:</b>	No	<b>Essential Car user:</b>	No
<b>Scope of role:</b> To secure the safety, welfare and good conduct of students during the midday break period.					
<b>Accountabilities/Responsibilities – appropriate for this post:</b> <ul style="list-style-type: none"> <li>• To establish a positive relationship with students – promoting healthy eating and lifestyle;</li> <li>• Supervise students eating their dinners;</li> <li>• Control the dinner queue;</li> <li>• Ensure hygienic and safe surfaces: mopping up spillages and wiping tables;</li> <li>• Prevent students taking food outside the dining areas;</li> <li>• Control the behaviour of students during the midday break period;</li> <li>• Ensure students are only allowed into designated areas (ie. ground floor only);</li> <li>• Ensure students are not loitering in areas they shouldn't be (eg toilets);</li> <li>• Discipline students who break the rules in accordance with school policies;</li> <li>• Deal with minor accidents in accordance with school policies;</li> </ul>					
<b>Note:</b>	In addition, other duties at the same responsibility level may be interchanged with/added to this list at any time.				
<b>Prepared by:</b>	T Collinge, School Business Manager			<b>Date:</b>	10/05/2023

#### EQUAL OPPORTUNITIES

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

#### HEALTH AND SAFETY

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

#### SAFEGUARDING COMMITMENT

This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

#### ATTENDANCE

Good attendance enhances the service delivered by schools, minimises staffing difficulties and ensures best value to the school. It is essential that applicants for positions in this school can evidence a previous satisfactory attendance record/commitment to sustaining regular attendance at work.

## Person Specification

### Post title – Welfare Assistant

Requirements	Essential (E) or Desirable (D)	To be identified by: Application form (A), interview (I), reference (R)
<b>Qualifications</b>		
Not required		
<b>Experience</b>		
Health and Safety	D	AF/I
Experience of working with Young People	D	AF/I
<b>Knowledge/skills/abilities</b>		
Able to work under pressure and use own initiative	E	AF/I
Able to meet deadlines	E	AF/I
Able to work as part of a team	E	AF/I
Good customer care skills	E	AF/I
Wear uniform provided, ensuring it is clean and tidy and observe hygiene standards at all times	E	AF/I
<b>Other (include special requirements)</b>		
Commitment to safeguarding and protecting the welfare of children and young people	E	I
Commitment to equality and diversity	E	I
Commitment to health and safety	E	I
<b>Prepared by: T Collinge, School Business Manager</b>		<b>Date: May 2024</b>
<b>Note:</b> We will always consider references before confirming an offer in writing		

## Employee Benefits - Why Choose Sir John Thursby Community College

- A commitment to staff wellbeing, development, training and support.
- Modern, facilities managed, school building with excellent facilities for learners and colleagues
- Smart boards and visualizers in every classroom to support high quality teaching and learning
- Generous non-contact time with **20% for MPS/UPS teachers**
- Well planned school calendar to support professional and personal life balance
- Family friendly employer with opportunities for flexible working, including part-time, job share, term-time working – dependant on your job role and business need
- Access to a **high quality CPD programme** focussing on key areas of implementation based on the latest Educational Research and planned around the EEF guidance on professional development.
- Opportunities to access **external courses and training**
- Membership of The National College for all staff
- High quality induction, support and training for Early Career Teachers
- 'Welcome to SJT' induction day to ensure you feel 'first day ready' with on-going 'on boarding' follow up
- Disaggregated INSET to support long weekend in November to rest and recharge
- Pension: Membership of the Teachers' Pension Scheme (TPS) with employer contributions of 23.68% or the Local Government Pension Scheme (LGPS) with generous employer contribution
- Positive climate for learning around school supported through our brilliant basics and behaviour policy
- Proactive, supportive and visible Leadership Team to support the climate around school
- Great Pennine location with good transport links both cross country and the motorway as well as public transport options
- Automatic annual pay progression for all teachers
- Staff commendation programme
- Access to free mental health and wellbeing support along with access to the LCC Employee health & wellbeing website and digital health and wellbeing platform - Optimise
- Opportunity to earn additional income and access complimentary lunch through lunch time duties
- Occupational Health Service
- Occupational sick pay scheme
- Cycle to work scheme
- Free car park
- Onsite catering facilities with complimentary morning coffee shop
- Staff discount scheme (in partnership with Vivup) gives employees access to a huge range of discounts across the UK's major retailers including supermarkets, technology, fashion, travel and much more!
- A long service award scheme
- Free annual flu vaccine

SIR JOHN  
THURSBY



COMMUNITY  
COLLEGE

# STRATEGIC VISION AND VALUES

## 2025 - 2028

	<b>AMBITION</b>	To enable social mobility and to make a difference in the lives of our students.
	<b>RESPECT</b>	To enable our young people to become confident, resilient, informed, adaptable and caring members of society.
	<b>BELONGING</b>	To be a community-centred school, where all students achieve the academic success needed for further study and employment.

### OUR STRATEGIC PRIORITIES "WE WILL"

1. Deliver a well-structured, knowledge-based and research-driven curriculum
2. Invest in the development of high literacy levels
3. Ensure that all students benefit from mixed-attainment teaching
4. Accurately assess to address gaps in learning
5. Achieve high standards of respectful behaviour
6. Invest in impactful and transformational leadership at all levels, taking the actions that make the biggest difference
7. Ensure we recruit, train and retain high-quality professionals

### OUR VALUES

- We are **ambitious** for our students
- We **value and invest** in our staff
- Our students deserve great teaching every lesson
- Strong positive relationships make a great school
- We treat each other with care, respect and kindness
- All members of our school community are **known, valued and loved**
- Our families play a key role in supporting our students to be successful
- We ensure our curriculum includes opportunities outside the classroom
- All of us at SJT have the capacity to improve what we do

### MEASURES OF OUR SUCCESS

#### AMBITION

We will have academic outcomes in the top 20% of schools and ensure all our students can access high-quality apprenticeships, degrees or training.

#### RESPECT

Our students will behave well, leading to teachers being able to deliver exciting and engaging lessons and experiences linked to our ambitious curriculum. We will maintain a commitment to well-being, workload, research and career progression for staff.

#### BELONGING

We will be characterised by how we treat, train and develop our people. Our team will be empowered to make a difference.



## Further Information

Thank you for your interest in joining our fantastic team here at Sir John Thursby Community College.

Application forms can be found on our website: [www.sirjohnthursby.lancs.sch.uk](http://www.sirjohnthursby.lancs.sch.uk)

Completed application forms should be returned by the closing date to [recruitment@sirjohnthursby.lancs.sch.uk](mailto:recruitment@sirjohnthursby.lancs.sch.uk)

CVs will not be accepted. Please note that we are only able to employ nationals of European Economic Area (EEA) countries, citizens of Switzerland and those legally entitled to work in the UK. Lancashire County Council does not hold a sponsorship licence and is unable to employ non-EEA nationals under tiers 2 or 5 of the points based system. If you submit an application form and are shortlisted for interview, you will be required to produce documentary evidence of your right to work in the UK. Please note that we will seek references for shortlisted candidates prior to interview.

The school is committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. If appointed you will be required to undertake an enhanced DBS disclosure and a range of other recruitment checks. Please note that in line with Keeping Children Safe in Education 2024 an online search will be carried out as part of our due diligence on shortlisted candidates.

Follow the link to watch 'Burnley By Drone' to see a beautiful area in which to live and work - [Burnley by Drone - YouTube](#)

For an interactive tour of SJT follow this link  
- [Sir John Thursby Community College - Interactive Tour of SJT](#)

If you have any questions please do not hesitate to get in touch.



Sir John Thursby Community College, Eastern Avenue, Burnley, BB10 2AT, 01282 682313  
[www.sirjohnthursby.lancs.sch.uk](http://www.sirjohnthursby.lancs.sch.uk)