**Job Title: Lecturer in ESOL**

**Reference Number: ESOL23**

**Hours: 18.5 hours per week**

**Contract Type: Permanent**

**Location: Blackburn**

**Salary: Lecturer points 23 – 37 pro-rata per annum**

**Closing Date: 9.00am Monday 27 March 2023**

Blackburn College has great terms and conditions and an excellent benefits package available that helps to attract, motivate and retain the best people to drive forward the College’s mission, vision and strategic objectives. Our benefits package is under constant review, the main benefits you will enjoy include:

* **Holidays -** We offer generous annual leave of 35 Days per annum (pro rata for part time), plus statutory (eight) days and up to six discretionary days per annum. The timing of all holidays is subject to the agreement of your line manager.
* **Pension -** A Workplace Pension is a way of saving for your retirement beyond the foundation of a State Pension and at Blackburn College you will be auto-enrolled onto the Teachers Pension Scheme (TPS), a defined benefit scheme (subject to eligibility criteria). This means that the College contributes to the pensions of its staff, staff contributions will depend on gross annual salary. As an alternative, a defined contribution scheme with AVIVA offers lower contribution rates and lower potential benefits. Membership of a Scheme is not compulsory and you retain the right to opt out of membership. Further details regarding your pension options will be issued upon appointment.
* **Flexible Working**
* **Medicash – ‘Health Cash Plan’**
* **Cycle to Work Scheme**
* **Reduced Price Gym Membership**
* **Hair and Beauty treatment discounts**
* **Safeguarding -** The College is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Appointments are subject to a variety of pre-employment checks including satisfactory references, medical clearance and an enhanced DBS check. If your application is successful you will therefore be required to pay the Disclosure and Barring Service fee which is currently £44.00.
* **Equal Opportunities -** The College is committed to ensuring equal rights and opportunities for all. Recruitment for positions in the College will be carried out in a manner which accords with best equal opportunities practice. The selection of candidates for interview will be based on skills & abilities, qualifications and knowledge & experience stated on the person specification and applicants should bear this in mind when preparing their applications and completing the application form (please refer to the guidance booklet).
* **Learning and Development -** Learning and development is what we do, with staff as well as students. We want every member of staff to enjoy their work and achieve their potential. We offer training and development opportunities to ensure all staff have the skills to do their job to the best of their ability.
* **Teaching Qualification -** The policy of Blackburn College is that all teaching staff have a PGCE/Cert Ed or equivalent teaching qualification. If you do not presently hold a teaching qualification you are required to study towards one within the timescales set by the College.