**Job Title: Part Time Hourly Paid Lecturers in ESOL**

**Reference Number: 3690**

**Hours: variable**

**Contract Type: Fixed Term Contract until July 2024**

**Location: Blackburn**

**Salary: £21.70 Per Hour plus £5.17 Per Hour Holiday Pay**

*All hourly paid part time staff receive pay the month following the month in which hours are worked, e.g. hours worked in November are paid at the end of December. Holiday pay is accrued and paid three times per annum, March, August and December.*

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 paid leave entitlement for Part Time Hourly Paid Lecturing. 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.

* **Employee Assistance Programme with a 24/7/365 helpline for advice and support**
* **Regular Staff Physical Activity Sessions and reduced price gym membership**
* **Cycle to Work Scheme**
* **Family friendly policies**
* **Free eye tests and contribution to VDU use only glasses**
* **Several food outlets with a variety of menu choices**
* **A full range of discounted professional Hair & Beauty services provided by the Academy Salon**
* **Professional bakery offering variety of fresh breads, cakes and ready meals**
* **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 £38.00. For further information on Safeguarding and to access the College policy please visit [www.blackburn.ac.uk/about-us/welcome/safeguarding](http://www.blackburn.ac.uk/about-us/welcome/safeguarding)
* **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.