

# WORKING AT BHASVIC



BHASVIC is one of the top-performing colleges in the country situated in the cosmopolitan seaside city of Brighton & Hove. Working here offers the combination of both a wonderful place to work and a great city in which to live. Our students and staff are colourful, aspirational and hard-working – which is perhaps why 96% of employees would “recommend BHASVIC as a good place to work” and many of our students go on to Higher Education.

Our Cycle to Work scheme, free counselling and occupational health service, discounted gym memberships and staff wellbeing events will keep you sharp, whilst our tailored induction programme and investment in your professional development – along with the possibility of funding for additional qualifications and to even take a sabbatical – will ensure an exciting future.

Join us and you can expect competitive pay and an excellent pension scheme, with a collaborative culture. If you want to work in a contemporary creative learning community then come and work at BHASVIC.

# OPPORTUNITIES AVAILABLE

As well the wide range of teaching jobs at BHASVIC, there are many other pathways to choose. Below are just some of the job opportunities available.

## Curriculum

- Subject teacher
- Department technician in arts, media, drama, sciences
- Learning support assistant

## Student Services

- Personal tutor
- Careers coordinator
- Work experience coordinator

## Support Staff

- Catering Assistant
- Finance assistant
- HR Advisor
- IT technician
- Marketing Assistant
- Receptionist
- Venue Hire Co-ordinator

# TEACHING AT BHASVIC

BHASVIC is one of the largest educational employers in Brighton and Hove. Here at BHASVIC we provide a healthy amount of non-contact/non-directed time, allowing you to plan, prepare, mark, and meet with colleagues. The overall ratio of students you teach to to your contract is very low within the 11-18 education sector. Our teachers tell us that BHASVIC students are absolutely fantastic - they want to learn, want to do well and enjoy being at the college.

**“Teaching at BHASVIC is entirely focused on what you always envisaged it would be like: teaching & learning, not discipline & crowd control”**  
**- NQT at BHASVIC**

## **Developmental Culture at BHASVIC**

The principal at BHASVIC sets an aspirational culture where your professionalism and development are respected and important. Lesson observations are ungraded, and focus on development and professional dialogue, rather than compliance and ticking boxes. Research into TL&A, pedagogy, and education is supported and encourages throughout the college.

## **Professional Development & Subject Specialisation**

All departments foster a high level of academic debate, helping you to build on your passion, intellectual confidence, and specialist knowledge for your subject. We provide high levels of support for specialised training and a culture of openness and sharing of best practices, within and across curriculum teams, in TL&A. Teaching at BHASVIC enables you to really focus on your subject and advanced level.

## **Outstanding Support for Teachers & Tutors**

The relationships between teaching and pastoral departments are excellent and based on mutual support and respect. Students and teachers at BHASVIC have access to exceptionally well-run and effective support services providing excellent resources.

# STAFF WELLBEING

- Free counseling and occupational health service, including free wellness screenings
- Discounts at local shops and businesses, including gym membership
- Opportunity to apply for a year out after a qualifying period
- Family friendly policies
- Regular social events and free after work activities

## Wellness screenings

- These measure a number of indicators to identify any health risk factors and make GP referrals where necessary

## Counselling service

- We run a confidential service through Person to Person counselling

## SWELL

SWELL are our voluntary staff wellbeing team, activities include:

- Yoga (weekly), jogging (weekly), zumba (weekly), pub visit with food provided by SWELL (termly), staff quiz, staff bike ride (annual), beach volleyball & BBQ (annual), Christmas party

## Employee Benefits

- A family friendly approach, to help you achieve a healthy work/life balance
- Membership of the Teachers' Pension Scheme for all teaching staff
- Membership of the Local Government Pension Scheme for all support staff
- 24 days annual leave entitlement for support staff, which increases to 29 days after 5 years' service (plus 8 bank holidays)
- Opportunities for training and professional development (see below)
- We support the principles of the Living Wage
- Childcare Vouchers
- Cycle to Work Scheme
- Canteen and Café on site for both staff and students
- Free tea, coffee and newspapers provided in the staff room