



**Homefield
College**



**Applicant
Pack**



Welcome from the Principal



Tracey Forman

Dear Prospective Applicant,

As the Principal of Homefield, I would like to extend a very warm welcome to you. I am delighted to share with you the many opportunities that the College provides to support people who have learning and communication disabilities to lead fulfilling lives and realise their potential as active citizens.

It's a fantastic time to join our team as we develop and grow the provisions we offer. Our students receive a range of individualised vocational education programmes based within local communities, and our committed staff team are supported so they also can achieve to their very best both personally and professionally.

Homefield is a vibrant and caring community with a commitment to ensuring students achieve their full potential, fostering a love of learning and building independent life skills.

We want all of our community to feel valued, happy and safe and we offer a range of professional development opportunities for our staff members to benefit from as well as ensuring that employee wellbeing is an integral part of day-to-day life.

Please look at our website and social media pages to get a flavour of what life at Homefield is all about. If you want to have an informal discussion about a vacancy, please e-mail us at hr@homefieldcollege.ac.uk and we will be in contact with you.

I look forward to hearing from you.

A handwritten signature in cursive script, appearing to read 'Tracey'.



Follow us
on social media
@homefieldcollege



Vision, Mission, Values



Vision

A society where people with learning & communication difficulties are valued as equal citizens. They have choices, opportunities and independence.



Mission

To provide learning & living experiences that empower the Homefield community to recognise their potential, as active citizens.



Values

Equality, Empowerment, Respect, Sustainability

Why work for Homefield?

At Homefield College, all our students, staff and parents / carers share a common vision.

We believe...



...in a fairer society where everyone is able to participate as equals. Everyone should have the opportunity to be the best that they can be.



...in sharing knowledge and skills so that people grow in confidence. They can make choices and have opportunities to improve their lives.



...in valuing people for who they are. We will provide services that maintain dignity with compassion and caring.



...that it is our responsibility to meet the needs of the present without compromising the ability of others to meet needs in the future.



Employee Benefits

We invest in our staff and provide a comprehensive range of employee benefits, such as:



Flexible Working

Part-time and term-time only opportunities available



Hybrid Working

Enabling working from home for part of week where suitable for role



Generous Holiday Allowance

Minimum of 31 days per annum inclusive of bank holidays*



Development Opportunities

Funding and time provided for learning, training & development



Health & Wellbeing Groups

Support groups include mindfulness, menopause & healthy eating



Employee Assistance Programme

Includes free counselling services and 24/7 confidential helpline



Eligibility for discount cards

Including NUS student discount card and Costco membership



Cycle 2 Work Scheme

Save over 25% on a bike and accessories (includes e-bikes)

Plus more, including competitive salary, contributory pension, occupational sick pay, eye care vouchers, free flu vaccines and free Hep B vaccines for eligible staff.



*pro rata for part-time and term-time staff

Life at Homefield

Our diverse team of over 130 staff members support around 150 students, residents and day service members day-in, day-out, across 13 locations.

Whether you are working on the front-line delivering education or support, or behind-the-scenes overseeing the smooth running of day-to-day operations, every staff member plays a vital role in ensuring the successful delivery of services for our Homefield Community.

Working at Homefield, you will be...



Welcomed into a tight-knit and dedicated team



Having a positive impact on the lives of people who have learning & communication disabilities



Valued for who you are and have your contributions recognised



Experiencing new things day-in, day-out, whilst having fun in the process




Making a difference to the Homefield Community

Don't just take our word for it...


our staff satisfaction results speak for themselves.

 **95%**

of staff enjoy their work every day and feel that they are making a difference

 **100%**

of staff think that Homefield respects individual differences (e.g. cultures, backgrounds, ideas)

 **96%**

of staff feel that they have a responsibility in helping Homefield achieve its key aims

 **100%**

of staff know what is expected of them at work

*Data from 2021 staff satisfaction survey

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Staff Views



Elisha, Learning Support Assistant

"Being an LSA works around my life - I have been completing my degree, so I work 4 days and term-time only. The support I get from Homefield is the best I have had from any employer, and training is always on offer to enhance your skills."



Karen, Lead Tutor

"I love the students and that no two days are ever the same – I always say expect the unexpected. I like seeing how the students grow in confidence and develop as people."



Louis, Senior IT Technician

"I started my career at Homefield as an apprentice, securing a permanent role as IT Technician after successful completion. Thanks to the support from the team, I have developed my skills and have since been promoted to Senior IT Technician."



Helen, Communications Lead

"Homefield have worked with me to find the right work / life balance for my health needs as a disabled employee. The support from my line-manager and the HR team has been great."



Jeni, Job Coach & Site Supervisor

"I love having fun with the students and staff. At Nuneaton we are a very tight and happy little team which is gradually getting even bigger and better."



Interested in joining
Team Homefield?



Apply Now

Visit our website and fill in the
Application, Personal Information
and Equal Opportunities forms.



Scan the QR
code to go to
our website



or visit
www.homefieldcollege.ac.uk

Contact our HR team with any queries you may have about our vacancies or becoming a part of Homefield College:

by email: hr@homefieldcollege.ac.uk

by phone: 01509 815696

by visiting: 217 Loughborough Road, Mountsorrel, Leicestershire, LE12 7AR
(prior appointment only to ensure availability of HR team)

A Note on Safer Recruitment Practices

We are committed to safeguarding and promoting the welfare of our students and residents. All job offers will be subject to an enhanced DBS check.

We promote equality and diversity and are a Disability Confident committed employer. All our employees are recruited on their merits, abilities and suitability for the role, complying with all relevant legislation, recommendations and guidance.

All applicants must be willing to undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.