



Candidate Information Pack 2023



Contents

Welcome	3
About us	4
We are so proud	5
Our campus	6
About Middlesbrough	7
Benefits of working for Middlesbrough College	8

Welcome

Hello,

We are delighted that you are interested in applying for a role with the Middlesbrough College Group. We have over 1,000 members of staff here at Middlesbrough College who are truly passionate about what they do, and we would love for you to join our community.

At Middlesbrough College, our focus is to equip students with the skills and training to progress into their chosen career. That's why 96% of full-time students that study with us secure employment, an apprenticeship or access further study at College or University.

It's a fantastic time to join Middlesbrough College. We boast excellent achievement rates for vocational courses and for apprenticeships. In 2022, our A Level pass rate was 98% with almost half of our A Level students achieving A*-B grades.

We're a College that is unique to the region, delivering courses in every occupational sector area and at every level, from Entry Level all the way through to Level 7 postgraduate qualifications.

Although many of our students live in the Middlesbrough, Stockton, Hartlepool and Redcar areas, we have students travelling from all across the region including Northallerton, Darlington and Whitby. We are proud to be a College for our community and I often describe us 'a world under one roof', with people from all backgrounds and ages studying and working together in a vibrant, positive environment.

Our fantastic student benefits package makes further education fully accessible to everyone. We are a positive and ambitious College, with a strategy to continue to expand our offer and invest in our £100m campus. Since relocating to Middlehaven in 2008, we have continued to develop our outstanding facilities including our Sixth Form Centre, MC6, Digital Centre, and £20m STEM Engineering Centre.

Our apprenticeship and training company, Northern Skills works with over 2,000 employers in the North East and Yorkshire delivering over 100 types of programmes. Our experienced team have trained over 2,200 apprentices putting us in a strong position to help shape the economic landscape of the region.

We also have a partnership with The Open University, bringing affordable degree study to students across the Tees Valley. The Open University shares our ambition to deliver flexible learning that equips students with the skills and knowledge that employers need. It means that we can offer job-focused, shorter in duration and more cost-effective higher education.

Education has a huge impact on people's lives and Middlesbrough College is passionate about enabling people to achieve their goals through high quality training.

We are a supportive, forward thinking and top performing College who delivers high quality education for all, and we are confident we make a real positive difference to the lives of the students that study with us.

I enclose information about our College in this pack, which I hope you will find of interest.

If you feel inspired to join us, I would be delighted to hear from you, or see you at one of our recruitment events.

Yours sincerely,



Zoe Lewis
Principal/ Chief Executive



About us

Middlesbrough College Group has a rich history dating back to the early 1900's when local industrialists first established a training centre to ensure employers had access to the skills they needed for industrial growth at that time. Fast forward to our more recent past and the College today is made up of six previously independent organisations, each with their own proud legacy. Those organisations are Longlands College, Kirby College, Marton College, Acklam Sixth Form College, NECC training company and TTE engineering training company.

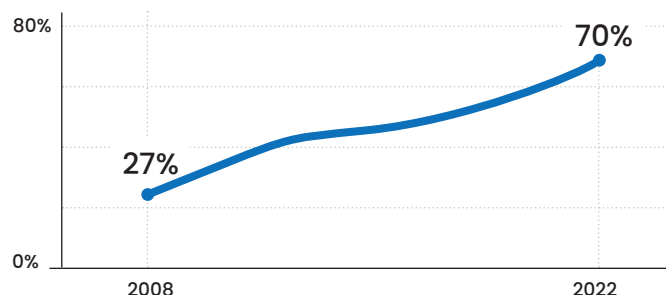


As the largest further Education College in Teesside, the College relocated to Middlehaven in 2008 to ensure students from across the wider conurbation could have greater access to the wide range of regionally significant technical and professional specialisms.

With regular insight and input from local employers, alongside careful and frequent mapping against our local economy, the College offers courses from Entry Level to Level 7 which support every sector of the economy including through:

- A Levels
- T Levels
- Vocational Courses
- Apprenticeships
- Adult part-time courses
- Higher Education courses
- Community learning
- Distance Learning

Full-time students studying in LEP priority sectors



The close map between courses and employment means very high proportions of our students progress to positive destinations as below:

96%
16-19

99%
Access to HE

96%
Higher Education

98%
of apprentices

83%
of employed adults
agreed their course had
helped them develop
the skills they needed

200+
learners with an
EHCP – achieve in line
with their peers



The majority of our students reside in the Tees Valley, although a significant proportion of our apprentices and a small proportion of our adults reside across the wider North East and Yorkshire region.

We employ 1000 staff, with the majority based at our Middlehaven campus, and work with a small number of trusted subcontractors, alongside our own small regional offices to ensure we fully meet regional priorities.

We are so proud

**98% overall
A Level pass
rate**

**96% of full-time students
secured a positive destination
after completing their course**

**Outstanding
1:1 support for
students**

**Over 1,400 students
apply to University
each year**

**More than two thirds of Middlesbrough
College students secured their first-
choice University place in August 2022**

**We are Ofsted
rated Good**

**Training over
1500 apprentices**

**£120 million state of
the art campus**



Our campus

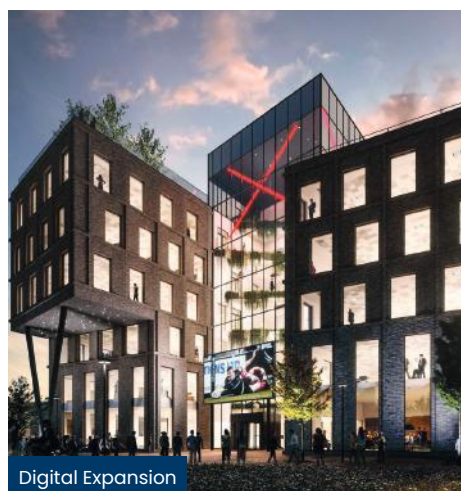


About Middlesbrough

Middlesbrough College is the leading College in the Tees Valley – a fully inclusive College that services a vibrant, multicultural local community.

Middlesbrough is a vibrant, lively town with lots of opportunities happening. There has never been a more exciting time to be part of this thriving, expanding and prosperous region!

We have a rich cultural heritage with art galleries, museums and local landmarks including the famous transporter bridge. Middlesbrough also has fantastic transport links, and we are located close to Middlesbrough train and bus station.



Digital Expansion



Cineworld



Roseberry Topping



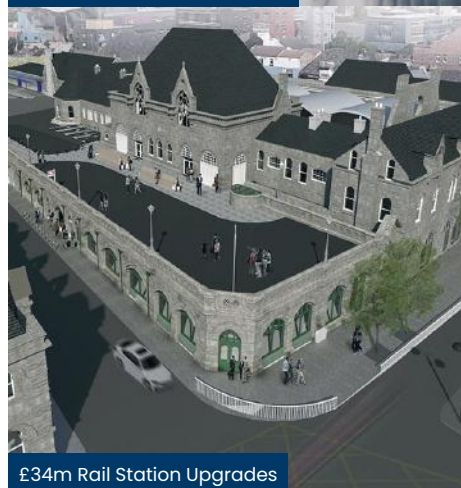
Outwood Academy Riverside



MIMA



Riverside Stadium



£34m Rail Station Upgrades



New Esports Arena in Town Centre



Food & Drink

Benefits of working at Middlesbrough College



Celebrating Success

- STAR awards
- Long service awards
- Exceptional contribution award
- Thrive awards

Employee Assistance Program

- 24/7 Critical incident telephone support for staff and their families
- Medical Information
- Eldercare & Childcare support
- Manager Consultancy & Support service
- Up to 6 sessions of telephone or online counselling per year
- Online help and advice – Issues such as: Alcohol/ Drugs, Debt, Family Issues, Bereavement, Tax, Childcare and eldercare advice
- Access to our Health and Wellbeing Portal which provides 4 week programs, mini health checks, monthly webinars and fact sheets
- Access to our Health e-Hub app which provides unique content, relevant support and preventative wellness programmes
- Monthly newsletters including a topical article, wellbeing article and legal article to pass to staff to help with promotion

Employee only sessions

- Legal & Financial information
- Up to 6 sessions of face-to-face counselling per year

The service is completely confidential, free and available for staff and their families.

Pay Related Benefits

Above regional averages for:

- Pay
- Pension
- Holidays
- Adoption/ maternity/ paternity leave
- Leave of absence
- Buying / selling annual leave
- Childcare voucher scheme
- Benchmarking of terms and conditions locally
- Golden Hellos
- Market Rate Supplements
- Performance Based Incremental Progression
- NUS discount card
- Car buying discounts and EV charging – coming soon

Regular Communications

- Minimum of 2 staff conferences per year
- Principal's bulletins
- Regular meaningful team meetings
- Regular surveys
- Annual report/ strategic plan
- Bi-annual 1:1 performance reviews

Working Environment

- Modern building
- Access to affordable high quality food
- IT access from home
- Town centre proximity

One Team Atmosphere

- July conference – festival food
- Staff skills exchange
- Christmas festivities/ party
- Christmas market
- Single campus
- Common values
- Campus heart/ big screen

Start for Success

- Supportive Probationary Period
- Comprehensive induction
- Buddy scheme
- Mentoring Opportunities

Staff Support

- Confidential counselling
- Phased return to work
- Flexible or phased retirement
- Expectant parents meetings
- Stress risk assessments
- Flexible working requests
- Supportive sickness policy



Staff Health and Wellbeing

- Yoga
- Football
- Men's health
- Lifestyle machine
- Subsidised gym
- Cycle to work scheme
- Coffee and catch-up vouchers
- Free secure Cycle pods
- Mental health support
- Critical illness policy
- Physiotherapy service (MC Therapy)
- Staff well being events / initiatives
- Flu vaccine
- Health needs assessment
- Occupational health
- Occupational counselling
- Health screenings including prostate testing, cholesterol and pre menopause

Active Staff Voice

- Monthly JCNC
- Staff council
- Staff suggestion scheme
- Ad-hoc staff working groups
- Employee networks (BAME, Disability LGBTQ+)

Staff Development

- Extensive staff development opportunities
- Staff development days
- Mentoring Opportunities
- Mentor scheme
- Professional updating
- Performance Reviews & Career Planning
- Management development program
- Online portal available 24/7 with extensive content options
- Good career progression opportunities

Transport

- Subsidised car parking
- Accessible by train
- Cycle to work scheme/ free secure cycle pods
- Corporate season rail card
- Electric vehicle charging

Flexible Working

- Flexible working available from day one
- Hybrid working policy in place



Our people

Find out more about life at Middlesbrough College from our staff members!

Tania Green

Tania enrolled at Middlesbrough College on to the part time PGCE course. She impressed during her placement at MC6 and was offered a role. She now teaches on two of the most popular A Level subjects offered at Middlesbrough College Sixth Form, A Level Law and Criminology.

"I absolutely love my job and I love working at Middlesbrough College. I had only been working here for 2 minutes and it already felt like I had been working here forever. The staff here are so lovely and very approachable. It is such a welcoming environment and it honestly doesn't even feel like work."



Aaron Naqui

Aaron is a Skills Development Manager at Northern Skills.

"During my initial role at Middlesbrough College Group, I was based at TTE as part of the Learner Recruitment Team before moving into a position within the Schools Team at Middlesbrough College. I really enjoyed this role as no two days were ever the same and it provided me with a lot of knowledge and experience to move into my current role at Northern Skills. I now work with local and national businesses to facilitate workforce development through apprenticeships and commercial training."

"I would recommend working here to anyone who is thinking of applying, it's a great place to work, full of friendly faces and a lot of opportunities to develop yourself and your career."



Aimey Adamson

Aimey is the Vice Principal: Students and Communications for the Middlesbrough College Group

“My favourite aspect of the role is helping and supporting young people to reach their aspirations. It’s also fantastic that the people I work with are such hardworking and inspirational people who put the students at the heart of everything they do”.

“My advice to anyone considering applying for a role at Middlesbrough College is to go for it! It’s a wonderful place to work and no day is the same, just make sure you get some comfortable shoes because it’s a huge campus!”



Luke Burt

Luke started his journey at Middlesbrough College as a student on the Sound and Music Technology degree programme. Now, he is working for the College on the other side of the classroom as a Technician & Lecturer for the VPAC department.

“I’m delighted to be continuing at the College but in a professional capacity as a staff member. It is strange that my colleagues are my former tutors, but it’s also really cool too! I get to see things from the other side and give back to the College. Everyone was so supportive of me and now I am helping, guiding and supporting students, which is something I love”.

“Education should always be a safe space and Middlesbrough College has a fantastic community that is supportive of everyone. The College offer a LGBT+ staff network, which I’ve joined, and students have the opportunity to join the LGBTQ society which is brilliant! It’s great that the College are providing their community with the chance to form relationships with like-minded people who have shared experiences. At enrolment you can also provide the College with your pronouns and your preferred name which is great to see.”



Accreditations and Awards



Middlesbrough College
Dock Street
Middlesbrough
TS2 1AD

Tel. 01642 333333
Web. www.mbro.ac.uk

Follow us

Check out our social media by following Middlesbrough College to stay up to date with all the latest news and events.



Middlesbrough
College



Middlesbrough
College



Middlesbrough
College



MbroCollege