

Recruitment Pack



Lunchtime Assistant
September 2025



School ready; Work ready; Life ready

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Horizon Community College: Our Vision

The economic, cultural and social landscape of Barnsley is changing. Opportunities in further education, higher education and professional roles are increasing; opportunities for individuals to shape their own career pathways are growing; opportunities for individuals to challenge traditional socio-economic patterns are multiplying.

At Horizon Community College, our responsibility is to prepare students for this reality. We want young people to leave the College well qualified and with a unique skill set that will enable them to stand out from the crowd. We want young people to be in possession of a passport of qualifications and employability skills that will enable them to pursue exciting careers, attend prestigious universities, complete dynamic apprenticeships and play leading roles in regenerating this area and beyond.

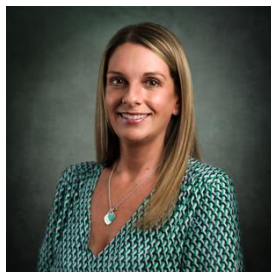
Our curriculum is tailored to the needs of and meets our ambition for each individual student. This is underpinned by the College's core values which help to prepare every student for a lifetime of success. Our Curriculum and Culture ambition:

- aims to **challenge every learner, in every lesson, every day**
- develops the character and skill set of all, through the belief that we are '**Positive Role Models**'
- ensures **opportunities for all** through our personal development and Careers and Enterprise programmes.

Successful education is also about working in close partnership with our families and the community to ensure our students succeed in each School year and are prepared for the next appropriate phase of their education. We work together to empower our students to believe that anything and everything is possible.

We heavily invest in the growth and development of our entire workforce, so they are also prepared for the next phase of their careers. We promote 'one team' working hard to support each other. We are focused on continued professional development for staff at every level.

We embed a curriculum and culture that results in Equity of Opportunity, Strong Community, High Expectations, Global Readiness and Kindness so that our students are School ready; Work ready; Life ready.



Claire Huddart
Principal





We are delighted that you are applying for a role at Horizon Community College, and hope that this document will inform you about how we aim to provide the very best secondary education in Barnsley and beyond.

STRATEGIC FOCUS

VISION: School Ready; Work Ready; Life Ready

PURPOSE

- Challenging Every Learner, in Every Lesson, Every Day
- Developing Positive Role Models
- Opportunities for All







Quality of Education Know More, Remember More, Do More				Behaviour & Attitudes				Personal Development				Leadership & Management											
Curriculum		Teaching & Learning		Assessment		Positive Attitudes		Relationships		Attendance		Identity		Engagement		Opportunity		Vision & Ethos		Safeguarding & Wellbeing		Growth & Inclusivity	
• Students access a broad, balanced, and ambitious curriculum that meets all statutory requirements.		• Students benefit from consistently high-quality, responsive teaching that drives sustained progress.		• Students make strong progress, particularly towards Expected Standards at KS3 and Achievement Grades at KS4.		• Student conduct is exemplary in lessons, during unstructured time and in the local community.		• Students and staff have zero tolerance for bullying, harassment and child-on-child abuse.		• Students value their learning time and this is reflected in their high attendance and punctuality.		• Students understand how they are developing physically, mentally and socially.		• Students contribute to college life for the benefit of themselves and those around them.		• Students make use of the experiences Horizon has to offer them.		A culture where: • Everyone is school ready.		A culture where: • Everyone feels safe.		A culture where: • Everyone is considered.	
• Students develop sequenced knowledge and skills within each subject, supporting strong progress and outcomes.		• Students apply their knowledge and skills to deepen understanding, which is regularly checked and reinforced.		• Students demonstrate a consistently positive attitude to learning and they embody the College Core Values.		• All students, regardless of need, are supported to attend and be on time.		• Everyone takes appropriate action to ensure all students feel safe.		• Students, regardless of need, are supported to attend and be on time.		• Students understand what makes them unique but also celebrate what brings them together.		• Students support their local community, charities and the environment.		• Students are supported to make informed choices about their future aspirations.		• Everyone is work ready.		• Everyone feels supported.		• Everyone is included.	
• Students are supported to succeed through an accessible and appropriate curriculum that promotes equity and inclusion.		• Students develop independence and metacognitive skills that prepare them for post-16 pathways and lifelong success.		• Students build the skills, confidence, and independence needed to prepare effectively for their GCSE examinations.		• Positive role models are recognised and celebrated.		• Relationships are based on mutual respect. Restorative practice is valued by all.		• SEND & Wellbeing		• Character Education		• Student Voice & Votes for School		• Enrichment beyond the Curriculum		Governance		Workload		Staff CPD	
Curriculum Framework & Overviews		Teaching & Learning Framework		Assessment Framework		Praise & Rewards		Role of the Form Tutor		Personalised Provision		Citizenship & RSHE		Supporting Local, National & International Causes		Student Ambassadors & Leadership		Policy & Practice		Robust Safeguarding Practice		Communication & Engagement	
QoE Review Process		CPD to RAISE standards		Accountability Measures		Clear, consistent graduated consequences		Recognise, Report, Record & Refer		Student Engagement		Cultural Literacy, Diversity & Equality		Student Council & Democracy in action		Careers & Enterprise		Finance		Wellbeing: Staff/students		Inclusive Practice	
National Curriculum & Exam Specifications		Evidence-based Pedagogy		Data-driven Practice		Character in the Classroom		Restorative Conversations															
Aspiration		Independence		Resilience		Core Values		Pride		Respect		Kindness											
Having High Expectations of Yourself		Taking Responsibility For Your Learning		Character in the Classroom		Having a Growth Mindset		Taking Ownership of Your Learning															
Democracy 		The Rule of Law 		British Values		Individual Liberty 		Mutual Respect and Tolerance 															

STRATEGIC GOALS

DRIVERS

BEHAVIOURS

Core Values

 <p>ASPIRATION</p> <p>We aim to be the very best that we can be. We are curious, ambitious and have a strong desire to achieve.</p>	 <p>PRIDE</p> <p>We are proud to be students at Horizon. We produce work of the highest quality; we have the confidence to celebrate our success; we respect our environment.</p>	 <p>RESILIENCE</p> <p>We never give up. We face challenges with confidence and respond positively to feedback.</p>	 <p>KINDNESS</p> <p>We are thoughtful and considerate to others. We are caring, supportive, friendly and generous in all we do.</p>
 <p>INDEPENDENCE</p> <p>We take responsibility for our success. We take control of our future.</p>	 <p>RESPECT</p> <p>We treat others the way we would like to be treated. We celebrate that everyone is different, we are inclusive, and we embrace diversity.</p>		

Child Safeguarding Policy

The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. A Disclosure and Barring Service (DBS) check will be undertaken for the successful applicant.

The College pays full regard to DfES guidance 'Safeguarding Children and Safer Recruitment in Education' Jan 2007. We ensure that all appropriate measures are applied in relation to everyone who works for Horizon who is likely to be perceived by the children as a safe and trustworthy adult including e.g. volunteers and staff employed by contractors. Safer recruitment practice includes scrutinising applicants, verifying identity and academic or vocational qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and an Enhanced DBS check.

Please note that it is an offence to apply for a role in a school and/or working with children if you are barred from engaging in regulated activity relevant to children.

Please note that an online search will be carried out for all shortlisted candidates. This includes a search on the world wide web and relevant social media sites.

Please visit: <https://horizoncc.co.uk/safeguarding/>

Vacancy Details

Role:	Lunchtime Assistant
Salary:	Grade 1 - £24,413 (Actual salary £7,066 plus Living Wage)
Hours Per Week:	12.5 (2.5 hours per day, 12.00pm to 2.30pm, Monday to Friday)
Type:	Permanent, term time only plus 2 INSET days
Closing Date:	Wednesday 17 September 2025 at 12 noon

We are seeking to appoint a Lunchtime Assistant to work with the lunchtime duty team leader to ensure that dining areas are prepped, cleaned and maintained to the highest standards and that they are safe and welcoming for both students and staff.

You must be able to work independently, using own initiative and cooperatively as a team member. Full training will be provided.

The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is an offence to apply for a role in a school and/or working with children if you are barred from engaging in regulated activity relevant to children. Online searches will be carried out for all shortlisted candidates. This includes a search on the world wide web and relevant social media sites.

Horizon Community College reserve the right to close this advert prior to the closing date above.

Job Description

JOB TITLE: Lunchtime Assistant
GRADE: 1
RESPONSIBLE TO: Head of Support Staff / Lunch Duty Team Leader
EMPLOYEE SUPERVISION: None

Purpose of Post:

Working with the lunchtime duty team leader to ensure that dining areas are prepped, cleaned and maintained to the highest standards and that they are safe and welcoming for both students and staff.

Key Areas of the Role:

Maintaining a clean and hygienic environment during lunchtimes.

Duties and Responsibilities:

- Setting up the dining areas prior to lunch service including queue barriers and tray stores
- Wiping down trays and clearing away used cutlery and crockery.
- Cleaning and sanitising food waste areas.
- Wiping down tables.
- Sweeping floors between lunch services.
- Other duties to support the lunchtime duty team as directed.
- Report any health and safety concerns to the lunch duty team leader.

Support for the School:

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Ensure every child is valued for who they are and that all pupils have equal access to opportunities to learn and develop.
- Contribute to the overall ethos, work and aims of the College.
- Attend and participate in regular meetings.
- Participate in training and other learning activities and performance development as required.
- Recognise own strengths and areas of expertise and use these to advise and support others.

The above duties are not exhaustive and the postholder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Principal.

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.

Employee Specification

When filling in the application form, please demonstrate with clear, concise examples how you would meet the requirements of the post. You will be assessed in relation to the Essential and Minor criteria. Please bear in mind that you must possess the Essential Criteria on day 1 to be able to do the job. If there are large numbers of applications for the post then all of the criteria will be used for shortlisting. Under the Disability Discrimination Act (DDA), we recognise and welcome our responsibility to remove any barriers in our recruitment and selection process. We have tried to assess this in our Job Description and Employee Specification, however if you feel that there are barriers, please tell us in the application form. As part of the DDA, we are committed to making reasonable adjustments, wherever possible and it would help us to know your needs in order to do this.

Attributes	Criteria	How Identified (either Application Form or Interview)	Rank (Essential/ Desirable)
Relevant Experience	Previous experience in a similar environment.	Application form/interview	Desirable
	Experience of supervising young people.	Application form/interview	Desirable
Education and Training Attainments	No formal qualifications are required, all relevant training will be provided.		
General and Special Knowledge	Experience of working in a fast-paced environment.	Application form/interview	Essential
Skills and Abilities	Ability to work independently, using own initiative.	Application form/interview	Essential
	Ability to work co-operatively as a team member.	Application form/interview	Essential
	Ability to act upon instructions.	Application form/interview	Essential
	Ability to work with and relate to adults and young people.	Application form/interview	Essential
	Ability to communicate effectively.	Application form/interview	Essential
	Ability to deal appropriately with a variety of situations and behaviours.	Application form/interview	Essential
	Ability to maintain appropriate relationships with children and young people	Application form/interview	Essential

	Commitment to the safeguarding and promotion of the welfare of children and young people.	Application form/interview	Essential
Additional Factors	A willingness to take part in training and development opportunities as required.	Application form/interview	Essential

In compiling this, please refer to the Section 'Review Job Description and Employee Specification' in the Recruitment and Selection Code of Practice.

The Application Process

Please read the Guidance Notes for Applicants before completing an application form.

The candidates selected for interview will be informed after shortlisting and full details of the interview process will be provided.

This is an exciting and rewarding role and we look forward to receiving your application.

For more information about working at Horizon and the fantastic benefits we offer our staff please visit www.horizoncc.co.uk.

Should you wish to discuss the role further please contact us on 01226 704230.