

## Amazing Staff, Amazing College

“Working with professional, supportive staff who care about what they do, has been a key factor to the length of time I have worked at Highbury” **Andrea Misselbrook, Professional Administrator to Managing Director**

“The reason why I like working for Highbury College is that it is great to be part of a team where everyone’s opinions are valued and called upon. It’s the most professional work environment I’ve ever experienced. Everyone is here to do a good job and wants to do the very best that they can for themselves and for the students” **Paris Bonwick, Data Quality Analyst.**

“I have worked for Highbury College for a long time, I enjoy working for the College because of the fantastic staff and students that I have met over the years and also due to the great opportunities the College has given me. It is rewarding to witness the difference we can make to so many student’s lives.” **Tess Cole, Managing Director Education and Skills**



## Our Vision:

A world-class learning enterprise, leading the way, transcending borders; transforming and enriching lives; pioneering innovative approaches to education and training; inspiring ambition and co-creating sustainable futures with individuals, entrepreneurs, business and communities; serving our diverse stakeholder communities with pride and passion; an influential organisation, recognised for excellence locally, nationally and internationally.

## Inspired by our mission:

To enable all our students to succeed.

## Guided by our values

Learning for life, work and global citizenship; leadership, accountability and trust; innovation, creativity and entrepreneurship; teamwork; championing equality and diversity; celebrating success; high expectations and sustainability matters.

## To achieve our Priorities:

Student success, resilience and employability; innovation and enterprise; growth; reputation; leadership; financial health.



## The benefits of working for Highbury College

Highbury College offers a fantastic benefits package including:

- Market rate salaries
- Competitive pension scheme (Teacher Pension or Local Government Pension Scheme depending on nature of role) where Highbury college contributes around 19%
- 40 days' annual leave per annum (plus Bank Holidays) for Lecturers and up to 25 days' annual leave (plus Bank Holidays) for Support Staff
- Up to 3 additional days leave for Christmas Closure
- Access to Learning and Development and a FREE Course Voucher every year which means that you can take courses which are run by Highbury for FREE
- 3 All Staff Development Days to support Continuous Professional Development
- An onsite canteen selling hot and cold meals throughout the day a great process
- A hair and beauty salon offering facials, manicures, spray tanning, massage, cutting, perming, colouring and barbering with 50% discount for staff
- A Grade 1 outstanding onsite nursery
- An onsite sports centre and fitness suite with a 50% discount for staff
- Employee Assistance Programme offering unlimited access to advice, coaching and counselling where appropriate
- Free eye tests every 2 years for VDU high users
- Childcare voucher scheme
- Access to online discount site
- Access to Simplyhealth cash plan
- 50% discount for all staff plus a guest on standard day returns to the Isle of Wight with Hovertravel



## The Highbury Way

Welcome to Highbury College, “the College for Portsmouth”, and a great place to work and study. At Highbury we are proud of our history, our great traditions and our contribution to the local community. We celebrate the fact that our vocational expertise has distinguished us in the eyes of individuals and employers and is recognised regionally, nationally and internationally.

The Highbury Way is the culmination of contributions from all our staff. It is all about the way we operate, how we work and our aims, aspirations and expectations; in other words Highbury College’s declared culture.

We suit ambitious and resilient staff, who are driven, professional and passionate about their craft and who contribute to realising Highbury’s vision, “to create a dynamic, innovative and high performing college...”

Staff at Highbury College collaborate in supporting this vision, which is articulated, shared and driven from the very top. Our Governors, the Principal and the College Leadership Team have developed, in consultation with all managers, a College strategy, which builds on Highbury’s strengths and equips the College for an even more successful future.

By joining the staff at Highbury you, too, can share in our optimism for the future.

We are dedicated to developing a real unity of purpose, to demonstrating a joined-up approach and to generating trust between individuals and within teams. We believe our genuine spirit of comradeship and our well-established culture of achievement lie at the heart of The Highbury Way. This in turn supports our mission – to enable all our students to succeed.

As a College, we value our staff and Highbury supports those who do well. We plan, manage and enable all to grow, develop and succeed. Mentoring is one accepted practice, which enables staff to develop. In addition, there are many opportunities for personal and professional updating on offer. Staff successes are celebrated in particular at our annual STAR Awards event.

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You can pursue a career at Highbury if you are committed to education and training. If you have aspirational goals you will also want to develop the College business, to invest in enterprise and innovation, to take advantage of learning and development opportunities and to maximise your own performance and the performance of others.



Leadership strengths are recognised and encouraged at every level. If you relish leading people, taking the initiative and managing projects you will have the chance to acquire leadership skills and learn critical management interventions and be expected to use them optimally. We are all responsible for contributing to the College's wide operating portfolio and are supported in our endeavours by peers and advisors.

You will succeed at Highbury if you accept responsibility for doing your job well, acknowledge your personal accountability and recognise your role in the big picture. Individual thinking and consensual decision-making enable The Highbury Way to be realised. Rather than a contradiction, this is the dynamic which generates and drives our flexible style.

Due to this dynamic and the nature of our business, there are constant challenges to face and expectations to live up to and through a common purpose and enjoyment of our profession, staff work together for the public good. The student-led and staff-enabled character of our environment is reflected in a confident and self-motivated College staff, who adopt a 'can-do' approach and deliver excellent results.

You can enjoy life at Highbury College and make The Highbury Way relevant and applicable to yourself and others by:

- wanting to make a difference to the lives of our students and the community
- making a positive contribution to College business
- working as hard as is needed to be outstanding
- enjoying a challenge
- respecting others and generating respect yourself
- learning from mistakes
- being aware of and proud of what we do well
- using the word 'WE' and meaning it
- remaining optimistic (even in the face of adversity)
- operating in a harmonious, safe and secure environment

These specific actions when demonstrated and recognised by all staff sustain and enhance the College Values:

- Learning for life, work and global citizenship
- Leadership, accountability and trust
- Innovation and creativity
- Teamwork
- Championing equality and diversity
- Celebrating success
- High expectations



## Highbury College Campus Locations

Our three campuses are situated in and around Portsmouth. All have fantastic facilities and travel links. The main Highbury campus opened in 2009 and facilitates enhanced student learning through the use of the latest technology and facilities. Our large and modern Northharbour Centre offers specialist training in construction crafts and building services. A state-of-the-art facility, it boasts industry-standard workshops and the latest work-related teaching environments. Highbury Arundel Centre is situated close to Portsmouth & Southsea Central train station. It's contemporary learning environment in the heart of the city's commercial district.

We also run a wide variety of learning in the community courses at more than 50 community venues in and around the area. Venues include schools, community centres, hospitals, day centres and residential homes. We even run courses at Portsmouth Football Club's study centre.

Highbury Campus  
Tudor Crescent  
Portsmouth  
PO6 2SA

Arundel Centre  
Arundel St  
Portsmouth  
PO1 1SA

Highbury Northharbour Centre  
Unit One  
Harbourgate  
Southampton Road  
Portsmouth  
PO6 4BQ

