



Library and Resources Manager

Information Pack

Transforming Lives

fullhurst.leicester.sch.uk



Introduction



Dear Applicant,

It is with great pleasure that I introduce myself as the Executive Headteacher of Fullhurst Community College. Thank you for expressing your interest in becoming a part of our school community.

Fullhurst Community College is committed to creating a supportive and inclusive learning environment for our 1500 students, aged 11-16 years. We take pride in offering the highest quality education and personalised learning pathways for every student, a commitment recognised in our recent Ofsted Inspection (September 2023): “Dedicated staff at the school have worked hard to create an inclusive culture.”

Our primary objective is to shape successful, confident, and responsible individuals, equipped with both academic qualifications and essential personal and social skills.

Acknowledged by Ofsted, our broad and varied curriculum ensures that all students have opportunities to realise their aspirations. “The school has planned an ambitious curriculum to meet the needs of all pupils.”

The core values of Respect, Kindness, Determination, and Unity are integral to our success in enabling students to exceed their potential. “These values underpin the strong relationships pupils have with staff and each other. Pupils respect diversity.” (Ofsted September 2023).

Our commitment to excellence extends to equipping our staff with the necessary tools and materials for delivering high-quality education from the start of their career.

Our state-of-the-art facilities at Fosse and Imperial Campuses cater to the diverse needs of our student body, contributing to our ‘good’ rating across all areas by Ofsted (September 2023).

If you are enthusiastic about contributing to our ongoing success and making a positive impact on the lives of young people, we warmly welcome your application.

We look forward to the possibility of welcoming you to our team of dedicated staff.

Yours sincerely,

Christina Bailey
Executive Headteacher

Our School Values



Kindness, Respect, Determination and Unity. These values are central to everything we do and underpin our vision for both staff and students. At the heart of our work is a commitment to inclusivity, and our belief that education has the power to transform lives. We want this to be clearly reflected in our recruitment materials.

At its core our vision for our school, students and staff is built on inclusivity. At Fullhurst Community College, we are committed to providing the highest quality of education for every student in a supportive environment. We strive to provide access to different opportunities for our students, both inside and outside of the classroom, which will have a positive impact on their life. We believe that education can transform the lives of the students that we serve.

We are proud of our emphasis on a broad and balanced curriculum that promotes independence, creativity and enjoyment and are committed to providing high quality teaching that aims to ensure individual needs are met and that students can make progress, fulfil their potential and experience success. There is a drive to celebrate success and take pride in the achievements of our students.

We want our students to leave our school as successful, confident and responsible young people equipped with the academic qualifications, as well as the personal and social skills, that will enable them to make a positive contribution to society. Our core values of Respect, Kindness, Determination and Unity are key to us achieving and enabling our students to meet and exceed their potential.

As a school we have created definitions for our school values:

RESPECT

We treat ourselves, each other, our school community and the world around us with care

KINDNESS

We treat others as we would like to be treated ourselves

DETERMINATION

We try our best in everything we do, every day

UNITY

We will work together and succeed together

Our school values are reinforced through the key messages that students see and hear whilst they are at school.

Why Fullhurst?



At Fullhurst Community College, we believe in supporting, inspiring and developing every member of our team. When you join us, you become part of a vibrant, inclusive and ambitious school community where your work truly matters.

INCLUSIVE AND SUPPORTIVE CULTURE

A welcoming and diverse environment where staff are valued and supported at every stage of their career.

COMMITMENT TO PROFESSIONAL DEVELOPMENT

Access to high-quality CPD, leadership development opportunities, and pathways for career progression.

STRONG SCHOOL VALUES

Our core values – Respect, Kindness, Determination and Unity – shape everything we do and create a positive, purposeful school culture.

MODERN TEACHING FACILITIES

Two well-equipped campuses – Fosse and Imperial – providing dynamic and inspiring learning spaces for staff and students.

STUDENT-FOCUSED VISION

A shared belief that education transforms lives, with a focus on providing meaningful opportunities both in and outside the classroom.

STAFF WELLBEING PRIORITISED

Wellbeing initiatives, supportive leadership and a healthy work-life balance embedded in our approach.

TEAM ETHOS

A collaborative and motivated staff team, working together to ensure every student thrives.

MAKING A REAL DIFFERENCE

Be part of a school with high aspirations, where your contribution helps shape the futures of the young people we serve.

Fosse Campus



Imperial Campus



What We Can Offer You?



A comprehensive induction process.



Commitment to providing a supportive and developmental culture for all staff, through an extensive CPD programme.



Dedicated time is set aside for the department to plan collectively and therefore reduce workload.



We do not conduct formal lesson observations.



We're committed to equality and diversity; this is an area of responsibility for a member of our SLT and a linked Governor.



Free access to our fully equipped on-site gym and preferable rates for college facilities hire.



Vivup counselling service offering telephone or face-to-face appointments, 365 days a year.



Eye care vouchers - help with your eye care if your work involves significant periods of time looking at a computer screen.



Annual flu jab - to protect against those winter germs.



We provide a wide range of activities and events for staff to relax and enjoy across the year.



Cycle to work scheme - designed to promote healthy travel to work and reduce carbon footprint.



Free electric car charging.

What Staff Have To Say



"I started working in education in 1992 as a teaching assistant in a primary school. In 1994, I began working as a TA at a secondary school mainly with two students with SEN, this was a very unusual role at the time. When the students left I became a science technician at the school.

I joined Fullhurst Community College as a science technician in 2005. I have seen lots of changes over the years, for the better. I have been through several Ofsted visits with the college attaining higher outcomes each time.



Working here is very rewarding, the staff are a great team, working together for the benefit of our students both academically and in their own personal development. Expectations of students are high and staff work together to help them achieve their best. Fullhurst is also a fun place to be!"

Mrs T Kirk Science Technician

What Staff Have To Say



“I joined Fullhurst in 2014 as a Curriculum Leader in the Mathematics & ICT Faculty. I have been supported effectively throughout my time at the college which has allowed me to professionally develop quickly as an individual and enabled me to make a bigger impact on the outcomes of our students. It is clear that Fullhurst is relentlessly driven by a clear moral purpose of improving the life chances of all of our students. This is done not only through the curriculum we deliver but the huge variety of extra-curricular opportunities on offer.

I am proud to be a part of the positive impact that Fullhurst Community College has on students, staff and the community”.

Mr S Willcock, Senior Deputy Headteacher

What Staff Have To Say

“I started working at Fullhurst Community College as the Standards and Progress Leader for Maths and ICT in September 2016. I was then promoted to be Curriculum of Maths. Having worked previously as a second in department at a different school in the city, I was ready to influence students’ lives on a wider scale and this seemed the best opportunity to do so.



When I stepped into Fullhurst Community College, I knew that this was where I wanted to work. The college’s goals fall in line with my personal goal as a facilitator of learning, which is that ‘every child irrespective of their background has the right to achieve and do well to the best of their capability’. The belief that teachers have in their students is the driving force behind our success. Students know that you genuinely want them to do well, and this dedication from both parties brings about the brilliant results the college continues to achieve. Staff development is also at the forefront of the leadership team and at Fullhurst I have been given opportunities to embark on courses to improve my leadership skills.

Students at Fullhurst genuinely want to do well and the college provides them with the environment to do so. It is amazing to be part of the success story of a college which improves the lives of students in their community, giving them a chance to stand tall as equals with students from all over the country.”

Mrs V Adeniyana, Associate Assistant Headteacher for Maths and Computing

Recruitment Advertisement



Post title: Library and Resources Manager

Salary: Grade 4 Pts 7-11, £26,403 - £28,142 (pro rata)

Contract type: Permanent, 40 weeks per year

Responsible to: SLT

We are looking to recruit a passionate Library and Resources Manager to manage the day-to-day operations of our libraries and provide library and reading services to enhance students' learning, reading and literacy skills.

Fullhurst Community College is a multi-award-winning secondary school for 11-16 year olds based across two impressive campuses in Braunstone, Leicestershire. Our school is dedicated to our local community, and we passionately believe in transforming the lives of young people from one of the most deprived communities in the UK by ensuring that every student has the very best life chances made available to them.

Further details about the role, including the application form are available from our website www.fullhurst.leicester.sch.uk or by emailing recruitment@fullhurst.leicester.sch.uk

A cover letter detailing why you are a suitable candidate for the position should accompany your completed application. Completed applications should be returned to the **Executive Headteacher, Fullhurst Community College, Imperial Avenue, Leicester, LE3 1AH** or via email at recruitment@fullhurst.leicester.sch.uk

SAFEGUARDING STATEMENT

We are committed to keeping children and young people safe from harm and abuse and to promoting their welfare, and we expect that everyone who comes to work for us will share the same commitment. Fulfilling this responsibility includes making sure that our recruitment process includes a range of measures to identify those who may be unsuitable to work with children and young people. In addition, all roles within the school/college are covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, and are subject to an enhanced Disclosure and Barring Service (DBS) check. These posts may also be subject to further DBS re-checks at appropriate intervals. Further information about what the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 means for applicants is provided on the Application Form. Please note that having a criminal record is not an automatic bar from working with us: whether or not your criminal record has a bearing on the post you have applied for will be carefully considered as part of the recruitment process. This may involve a discussion with yourself about the circumstances and background to your offences.

Fullhurst Community College

Job Description



Post title: Library and Resources Manager

Salary: Grade 4 Pts 7 – 11, £26,403 – 28,142 (pro rata)

Contract type: Permanent 40 weeks per year (38 weeks term time, 5 training days plus additional 5 days during holiday)

Hours: 37 hours per week (Mon – Thu 8.00am-4.00pm with 30min lunch and Fri 8.00am-3.30pm with 30min lunch)

Responsible to: SLT

Core purpose of the post:

To provide a high quality and effective library and reading service to enhance students learning, reading and literacy skills.

Specific responsibilities of the role:

Library Operations

- Manage the day-to-day operation of both libraries to ensure an organised, welcoming and effective learning environment.
- Maintain and develop library stock, including books, magazines, digital media and other learning resources, ensuring materials remain current, relevant and in good condition.
- Maintain accurate cataloguing, inventory and library management systems, including classification, indexing and annual stock checks.
- Research, select and acquire learning resources in consultation with teaching staff to support curriculum delivery and literacy development.
- Ensure library spaces are prepared appropriately for teaching sessions, independent study, interventions and other learning activities.
- Promote effective and flexible use of library facilities to support curricular and extra-curricular learning opportunities.
- Ensure appropriate measures are in place to minimise loss or damage to resources and equipment.

Teaching & Learning Support

- Work collaboratively with curriculum leaders and teaching staff to support teaching, learning and literacy across the curriculum.
- Assist teachers and students in locating and using appropriate resources to support learning and research.
- Guide students in selecting and using information effectively and responsibly.
- Promote reading for pleasure and encourage active engagement with library resources.
- Plan and deliver reading interventions and literacy initiatives for individual students and groups.
- Ensure students are effectively inducted into the use of the library and its resources.
- Support the planning and delivery of library lessons, reading activities and study skills programmes.

Student Engagement & Pastoral Support

- Supervise students within the library during breaktimes, lunchtimes, after school and other designated times.
- Maintain a positive, calm and purposeful learning environment that supports independent study and reading.

- Build positive relationships with students and encourage respectful use of library facilities and resources.
- Support student behaviour in line with the college behaviour policy, including supervising short detentions where appropriate.

Administration & Compliance

- Manage allocated library budgets effectively to ensure value for money and appropriate resource provision.
- Process orders, deliveries and invoices relating to library resources and equipment.
- Ensure copyright legislation and licensing requirements are adhered to at all times.
- Ensure all work is carried out in accordance with college policies and procedures, including safeguarding, health and safety, equality and diversity, and data protection.
- Attend relevant professional development and training as required.
- Provide support for meetings, events and other college activities within the library where appropriate.
- Undertake any other reasonable duties requested by the Executive Headteacher.

Job tasks: (Each task taking at least 10% of the post holder's time)

- To manage the library provision including appropriate books, magazines, media, equipment and other resources, including ordering of all resources.
- To guide and assist students on the appropriate strategies for the selection of information resources and the effective use of specific resources.
- To oversee the issue and discharge of books and other materials.
- To devise, update and maintain the library's inventory and reference/indexing system including catalogue.
- To promote reading and access to the library during breaks, lunchtimes and after school.
- To plan and deliver reading interventions to individual students and groups of students.
- To work with individual students and groups of students.
- To undertake the annual library stock take.
- To assist teachers and students to find and use relevant material, books and media.
- To ensure that all students are inducted into the use of the library effectively.

While every effort has been made to explain the main duties and responsibilities of the post, each individual task is not identified.

This post will be reviewed in line with the school's expansion requirements.

This job description is current at the date shown, but in consultation with you, may be changed by the Executive Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

Signature _____

Date _____

Signature _____

Date _____

Fullhurst Community College

Person Specification



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Contract type: Permanent 40 weeks per year (38 weeks term time, 5 training days plus additional 5 days during holiday)

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Responsible to: SLT

Training and education	Essential (E) / Desirable (D)
GCSE in English and Maths (Grade A-C)	E
ICT qualification (Word and Excel, Microsoft)	E
Ability to research on the internet	E
First Aid certification/qualifications, or willingness to be trained as First Aider.	E
Experience and knowledge	
Able to take sole charge of groups of students and maintain good behaviour.	E
Problem solving skills, sufficient to research and propose solutions to the teachers' and pupils' requirements.	E
Able to work under pressure and organise own workload in order to meet various, and occasional conflicting, requirements/priorities.	E
Experience of using Education software e.g. SIMS.	D
Experience of reprographics/printing work	D
Experience of using Microsoft Office, using the internet and of updating databases, etc.	D
Experience of working in an educational environment.	E
Knowledge of good practice, policies and procedures in schools/colleges	E
Knowledge of Health and Safety at Work Act and the implementation.	E
Qualities and skills	
Ability to deal with people at all levels and from a variety of backgrounds.	E
Excellent interpersonal skills and telephone manner.	E
Ability to prioritise own work with others to meet deadlines.	E
Ability to work as a member of a team and work effectively with others.	E
Ability to communicate effectively with staff external bodies, students and parents.	E
Ability to use own initiative and work under pressure.	E
Good organisational and time management skills.	E
Good awareness of, and ability to, exercise confidentiality when necessary.	E
Record of good health and attendance.	E

Commitment to equal opportunities and equal value for all.	E
Must be able to recognise discrimination in its many forms and willing to put the college's equality and diversity policy into practice.	E
Other conditions	
A willingness to attend training courses and train other staff as required.	E
Willing and able to work outside normal college hours.	E
A polite and helpful manner to staff, students, governors, parents and the wider community.	E
Willing to work to the requirements of the GDPR	E
Must satisfy relevant pre-employment checks e.g. Disclosure and Barring Service (DBS).	E

* **E = Essential** **D = Desirable**



