



Student Welfare, Behaviour and Support Worker
Scale 2, currently £26,228 per annum (pro rata if part-time)
Hours per week: 2 roles PT= 18.75 hours and FT = 37.5 hours

Benefits: include free parking, free lunch, free hot drinks, generous annual leave, generous pension scheme, health cash plan, NUS discount cards, a unique working environment, 6 acres of beautiful grounds.

Fircroft is a residential college occupying a former Cadbury family home, set in six acres of beautiful grounds in Selly Oak, Birmingham. We were originally founded to provide educational opportunities for some of the most disadvantaged and excluded members of society. More than one hundred years on from the birth of Fircroft College, its mission of 'social justice' is more relevant than ever.

Fircroft is a thriving and ambitious College; our values are embedded throughout the organisation, and we are consistently nominated for sector and professional awards as an employer. We were assessed at the "Premium" Level in 2025 by Investors in People. As an organisation, we are truly passionate about climate change and sustainability and were the first College to declare a climate change emergency. In joining our team, you will have an incredible opportunity to make a real difference in this vital area.

We are looking to appoint a **Student Welfare, Behaviour and Support Worker**. The post holder will be required to work as part of the Student Welfare, Behaviour and Support team, providing provision across seven days to:

- Assess, plan, provide and review effective and inclusive learning support that enables learners to engage with and progress successfully within their learning, through tailored 1:1, group and classroom-based support
- Provide low to medium level welfare support, supporting the wellbeing and safety of learners, including assisting the work of the wider safeguarding team
- Respond to behavioural needs and incidents, maintaining appropriate records, supporting a positive culture and learner outcomes
- Support learners to develop independence, autonomy, confidence and core skills including literacy, numeracy, language, digital literacy and study skills
- Contribute to learner inductions, open days and enrichment activities

To be considered for this role, you will have experience of supporting adult learners with learning support, welfare and/or behavioural needs within an education, training or support environment. You will have strong communication and organisational skills, an understanding of inclusive practice and learner wellbeing, and the ability to work collaboratively to help learners overcome barriers, develop independence and achieve their goals.

The right person will be someone who enjoys working at a fast pace with a variety of different tasks, who is self-managed with a strong work ethic, who has a positive outlook and a 'can do' attitude and is a completer/finisher.

If you meet the criteria above and would like to apply for this role please visit

<https://www.fircroft.ac.uk/Pages/Category/current-vacancies> . Here you will be able to download an application form and equal opportunities form to complete and return to us by the closing date. When applying, please state if you are applying for the part time or full time role.

Closing date for this post is: 19 November 2026 (Please note the College reserves the opportunity to close the vacancy at an earlier date if sufficient applications are received)

Interviews to take place: the week commencing TBC

This College is committed to equality of opportunity, safeguarding and promoting the welfare of vulnerable adults, and expects all staff to share this commitment. Due to the nature of the College's work, all employees are required to have a Disclosure and Barring Service check in place prior to starting employment.

In 2021, we were very proud to affiliate with the Black FE Leadership Group. We particularly welcome applications from underrepresented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

