**JOB SPECIFICATION**



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| **JOB TITLE** | **AREA OF WORK** |
| Bar Supervisor | Commercial Ventures |
| **SALARY** | **BENEFITS** |
| £18,015 per annum, pro rata  30 hours per week  40 weeks per year | Local Government Pension Scheme  26 days holiday pro rata rising to 31 days pro rata following 5 years service plus Bank Holidays pro rata |
| **LINE MANAGER(S)** | **LINE MANAGER FOR** |
| Residential Support Manager | Casual staff |
| **KEY TASKS AND RESPONSIBILITIES** | |
| To manage the day to day running of the College bar and assist with commercial ventures and functions. Help to arrange and encourage students to participate fully in College enrichment and social activities within the bar setting. To maintain a welcoming, healthy and safe College environment, by upholding College regulations and Codes of Practice.  It is expected that the successful candidate work Sunday to Thursday 6pm – midnight 40 weeks of the year. There will be an opportunity to work additional hours assisting and covering weekend external functions in the bar. | |
| **DUTIES** | |
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| To ensure the bar budget is adhered to and financial targets are met.  To actively promote and market the bar to students and external customers.  To keep strictly to the bar opening times in accordance with those agreed under licensing law.  To be confident in refusing to serve alcoholic beverages to any persons under the age of 18.  To be confident in refusing to serve alcoholic beverages to anyone who is or appears to be excessively inebriated.  To ensure that bar staff are not serving alcoholic beverages to any persons under the age of 18 or who appear to be excessively inebriated.  To obey all regulations regarding the legal provision of alcohol, obeying all College policy with respect to any unacceptable behaviour and Health and Safety legislation.  To ensure adequate security of all stock (spirits, wines, beers, glasses, equipment etc.) and all College bar furniture, fixtures and fittings.  To ensure that all stock used over the course of the trading day is replaced in the fridges, adhering to stock rotation practices and any breakages or shortfalls are recorded in the wastage log.  To maintain the bar cellars and stock rooms as required ensure that documentation recording temperatures and cleaning schedules are completed and maintained and report any issues or concerns.  Keep written records of any discipline, behaviour, health, safety or other relevant incidents within the bar areas, using the appropriate policies and procedures, and carry out investigations into any incidents that may occur.  To supervise and/or react to any medical problems and ensure that students receive necessary first aid in an emergency in accordance with College policy.  To help deliver a successful and varied programme of events and entertainment reflecting a diverse student population and promote and encourage student social activities within the bar area, in conjunction with the Students Union, special consideration given to residential students under the age of 18. To help and advice in student committees as and when required. | |

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| **DUTIES** |
| * Be a role model and promote the College values: * **Learning -**Our delivery will be high quality and innovative with students at the heart of decision making. * **People -**We will enable staff and students to fulfil their potential whilst promoting resilience, leadership, accountability and teamwork. * **Sustainability -**We will provide a happy, healthy, safe, supportive and sustainable environment in which to live, work and study. * **FREDIE** - We will advance **FREDIE**:  Fairness, respect, equality, diversity, inclusion, engagement in all we do. |
| Promote College sustainability policies and strategies by personal commitment and leading by example and complying with all quality and environmental standards and expectations. This includes active involvement in carbon reduction, embedding of carbon reduction practices (lights off, heating down etc.) and being vigilant in relation to the College’s approach to Reduce, Reuse and Recycle ethos.  Actively participate in the Annual Review and Development process in line with individual needs and College strategic plan priorities. Agree objectives with the Line Manager and ensure they are achieved.  Be responsible for promoting and safeguarding the welfare of children, young people and vulnerable adults at all times in line with the College’s own Safeguarding Policy and practices.  Be thoroughly aware of College Health and Safety policies and procedures, attend mandatory health and safety training appropriate to the role and ensure the full implementation of College policies, procedures across all areas of responsibility. Ensure that employees within line management are also compliant with the policies, procedures and training requirements including reporting and recording all accidents and near misses.  Ensure full adherence to and implementation of the Data Protection Act 1998, the General Data Protection Regulations 25 May 2018 and the College Data Protection Policy and Procedure and ensure that employees within their responsibility.  Any other duties that may reasonably be required by Line Management and the Chief Executive & Principal. |
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**Location of work**

You may be required to work at or from any building, location or premises of Myerscough College, and any other establishment where Myerscough College conducts its business.

**Variation to this Job Description**

This is a description of the job as it is at present, and is current at the date of issue.  The job description will be renewed and updated as necessary to ensure that appropriate revisions are incorporated, and that it relates to the job to be performed.  This process is conducted jointly with your Line Manager.  You are expected to participate fully in the review and, following discussion, to update your job description as is considered necessary or desirable.  It is our aim to reach agreement on reasonable changes.  However, if such agreement is not forthcoming, Management reserves the right to insist on changes after consultation with you.

**EMPLOYEE SPECIFICATION**

(PI) Post Interview

(A) Assessed via Application form ( I ) Assessed via Interview

(P) Assessed via Presentation in interview (T) Assessed via Test

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| **ESSENTIAL CRITERIA:** | **DESIRABLE CRITERIA:** |
| ***Personal Attributes*** | |
| Presentable and professional appearance (I)  Ability to work as part of a team (A/I)  Ability to work to quality standards (A/I)  Good command of the English language (A/I)  Appropriate level of physical and mental fitness (PI) |  |
| ***Attainments*** | |
| GCSE English at Grade C/4 or above (or an equivalent standard) (A/I) | GCSE Maths at Grade C/4 or above (or an equivalent standard) (A/I) |
| ***General Intelligence*** | |
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| ***Special Aptitudes*** | |
|  | Previous bar experience (A/I) |
| ***Interests*** | |
|  | Empathy with education (A/I) |
| ***Disposition*** | |
| Excellent interpersonal skills (I)  Approachable (I)  Person centred approach (I) |  |
| ***General*** | |
| An understanding of “safeguarding” and its importance within the College \* (A/I)  An understanding of health and safety requirements of a working environment (A/I)  An understanding of Fairness, Respect, Equality, Diversity, Inclusion and Engagement (FREDIE) issues within an educational context (A/I) |  |
| ***Circumstances*** | |
| Willing to apply for Disclosure & Barring Service clearance at Enhanced level (important – further information below).  (A/I)  Ability and willingness to work flexibly (I)  Possess a current driving licence or willing to travel as required by other means (A/I) |  |

\*Interviews will explore issues relating to safeguarding and promoting the welfare of children, including motivation to work with and ability to form and maintain appropriate relationships and personal boundaries with children and young people together with emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.

**TERMS AND CONDITIONS**

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| **JOB TITLE** | **AREA OF WORK** |
| Bar Supervisor | Commercial Ventures |
| **SALARY** | HOURS OF WORK |
| £18,015 per annum, pro rata  To be paid over 12 equal monthly payments | 30 hours per week  40 weeks per year |
| ANNUAL LEAVE ENTITLEMENT | PENSION |
| 26 days holiday pro rata rising to 31 days pro rata following 5 years service plus Bank Holidays pro rata.  Payment for your holiday entitlement will be incorporated into your annual salary. | Local Government Pension Scheme  Up to £14,600 pa 5.5% Employee  £14,601 to £22,800 pa 5.8% Employee  £22,801 to £37,100 pa 6.5% Employee  £37,101 to £46,900 pa 6.8% Employee  £46,901 to £65,600 pa 8.5% Employee  £65,601 to £93,000 pa 9.9% Employee  £93,001 to £109,500 pa 10.5% Employee  £109,501 to £164,200 pa 11.4% Employee  £164,201 or more pa 12.5% Employee  14.2% Employer  You will automatically become a member of the LGPS |
| PROBATIONARY PERIOD | DRESS CODE |
| A probationary period of nine months applies to new entrants to the College | All post holders are expected to be of a professional and presentable appearance |
| REFERENCES / MEDICAL CLEARANCE / DISCLOSURE | |
| The appointment is subject to the receipt of satisfactory references, medical clearance and Disclosure & Barring Service check/ISA (if applicable).  Occupational Sick pay is not paid during the first four months of service and thereafter is subject to the College’s Sick Pay Scheme  Should your application be successful you will be sent further details via email from eSafeguarding. They are the Registered Umbrella Body we have chosen to complete the Disclosure and Barring Service (DBS) process on your behalf.  Please note that all new employees of the College will be required to pay for their DBS check via eSafeguarding at the time of application (at present £40.00 for an enhanced level check). | |

**DBS UPDATE SERVICE**

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| The Disclosure and Barring Service (DBS) update service lets applicants keep their DBS certificates up to date online and allows employers to check a certificate online. | |
| BENEFITS TO YOU | **HOW TO REGISTER** |
| * Saves you time and money * One DBS certificate may be all you will ever need * Take your DBS certificate from role to role within the same workforce * You are in control of your DBS certificate * Get ahead of the rest and apply for jobs DBS pre checked | You can [register online](https://secure.crbonline.gov.uk/crsc/subscriber) as soon as you have your application reference number. You can ask for the number when you apply for your DBS check.  Or you can wait and [register](https://secure.crbonline.gov.uk/crsc/subscriber) with your certificate number when you receive your DBS certificate. **If so, you must do so within 30 days of the certificate being issued.**  To check the progress of your DBS certificate use the [DBS tracking service.](https://secure.crbonline.gov.uk/enquiry/enquirySearch.do)  **Registration lasts for 1 year and costs £13 per year (payable by debit or credit card only).**  You’ll get an ID number with your registration that you need to log on to the service. Make sure you write it down. |
| WHAT YOU GET | |
| When you join, you’ll get an online account that lets you:   * Take your certificate from one job to the next * Give employers permission to check your certificate online, and see who has checked it * Add or remove a certificate | |