

# Buttershaw Business and Enterprise College



**Ambition**

**Courtesy**

**Resilience**

**Kindness**

**APPLICANT INFORMATION PACK**

## CATERING MANAGER

CLOSING DATE FOR APPLICATIONS: 24 July 2026

INTERVIEW DATE: 10 August 2026

START DATE: October 2026

## WELCOME

Thank you for your interest in the post of Catering Manager at Buttershaw Business and Enterprise College (BBEC.)

Our vision is that we will all work to ensure that our students will be the best they can be and can achieve great things. They will be **ambitious, resilient** and determined in their learning and respectful, **courteous** and **kind** in their relationships.

It is a privilege to serve our diverse community and I am extremely proud of what we have achieved along our journey of school improvement to date.

All leaders are passionate about the students who attend this vibrant school, and we demonstrate this by teaching them well and expecting the very best from them. The appointment of an experienced and organised Catering Manager is crucial in order to ensure that students are able to access nourishing and healthy food, so that they can lead happy, healthy, confident and responsible lives as individuals and members of society.

We are a fully inclusive school and we welcome all children and their families. We have a great mix of students with different skills and talents, and we are truly proud of our inclusive approach, with our commitment to see every child reach their potential. We expect all staff to work hard to ensure that we fulfil this aim.

### The intent of the curriculum at BBEC is to:

- develop the whole child to ensure that they embody BBEC's values, both in and out of school, by being **ambitious** and **resilient** in their work and **courteous** and **kind** in their interactions with other people.
- provide an all-round education that delivers excellent outcomes in terms of academic success, improved cultural capital and increased ambition in order to counter social disadvantage.
- create a school where everyone belongs and equality of opportunity is actively and effectively promoted.
- develop an understanding, appreciation and respect for diversity while recognising and celebrating difference as well as all we have in common.
- ensure students are compassionate, **courteous** and **kind** by guiding their moral, intellectual and creative development.
- secure high levels of literacy, oracy and numeracy to enable students fully to participate in their acquisition of knowledge and skills
- nurture academic habits and skills, emotional intelligence and creativity across a wide range of subjects including the arts, music, performing arts, IT, technology and sport.
- foster confidence, resilience and discipline in seeking knowledge.
- develop knowledge of, and pride in, Buttershaw and Bradford as well as developing ambition and awareness of the possibilities outside the local environment.

At BBEC, we recognise that our staff are our biggest asset. We believe that our young people deserve the best, therefore we recruit carefully and invest in training to ensure continued improvement and an excellent quality of education.

Although we are a large school, we work very hard to ensure we retain our sense of community and family ethos. We strongly believe that education is a partnership between school, students and parents and work hard to develop this partnership.

This post would offer an exciting challenge to someone seeking to broaden their experience and career prospects. High expectations and a determined focus on supporting our most vulnerable students are essential. In return, you will receive the support of a strong team of Senior Leaders and Governors, with well-motivated staff, students and parents.

If you decide to apply for this post, please complete the application form, together with a formal letter of application addressing the relevant points on the person specification.

I very much hope to welcome you to BBEC to experience first-hand our vision, values and commitment to our young people and to our community.

Yours sincerely



Andrew Taylor  
Headteacher

## ABOUT BBEC

Buttershaw Business & Enterprise College is an **improving school**. We are an ambitious, community-focused academy of just over 1400 students serving an area of social deprivation on the southern edge of Bradford and seven miles from Leeds. BBEC is popular locally and is rapidly becoming the school of choice for the community of Buttershaw.

**We all belong  
at BBEC**



BBEC is an **inclusive school**, our school motto is 'We all belong at BBEC'. We celebrate our differences and our similarities and do not tolerate discrimination of any type. We have a bold approach to inclusion and work so that all students and staff can bring their authentic selves to school.



BBEC has a cohesive, highly skilled and ambitious staff team who work hard to ensure that every student is successful. Many of our students face multiple challenges and it is through clarity of vision, professionalism and determined support for students and for each other that we are bringing about improvement. We have the highest expectations for all our students and expect that our staff teach to the very highest level. We have a rigorous approach to quality assurance and a significant commitment to Continuing Professional Development. Teachers have many opportunities to improve their teaching pedagogy and pedagogical subject knowledge and we expect them to make the most of these opportunities to ensure that the highest of standards are maintained.

BBEC is situated in a modern building. It has well-equipped departments that are arranged in suites of rooms. All teachers have a laptop, all classrooms are equipped with projectors and interactive whiteboards and all classrooms have access to student laptops.

All at BBEC are dedicated to raising the aspirations of our students and improving cultural capital through ambitious schemes of learning in all year groups and a varied offer of extra-curricular activities and opportunities. We run trips and visits to places in the UK and across the world, our students take place in a myriad of competitions and our CEIAG programme is exemplary.

This exciting role offers great opportunities for the successful candidate and a chance to make a difference to some wonderful young people.

## CATERING AT BBEC

The Catering Team is responsible for the delivery of high-quality, nutritious meals and refreshments to students and staff within the secondary school environment. The team is led by the Catering Manager and supported by an Assistant Manager (Catering Assistant) and a team of nine General Catering Assistants.

In addition, three Lunchtime Supervisors provide essential support during break and lunchtime periods by maintaining an orderly dining environment, managing queues, and assisting with basic cleaning duties.

The school kitchen operates a comprehensive service offering breakfast, break-time provisions, and lunchtime meals, ensuring compliance with all relevant food safety regulations and school food standards. The kitchen is fully equipped with appropriate commercial catering equipment to enable efficient meal preparation, service, and cleaning operations.

The Catering Team works collaboratively to maintain high standards of food hygiene, customer service, and operational efficiency, contributing positively to the overall wellbeing and dining experience of students and staff.

The catering service will prioritise preparing for and implementing forthcoming changes to the legislative framework relating to School Food Standards. This includes ensuring that all menus, food preparation processes, and service delivery remain fully compliant with current and emerging statutory requirements.

The team will take a proactive approach in reviewing practices, updating menus, and undertaking relevant training to ensure a smooth transition and continued provision of healthy, balanced, and compliant meals for all students.

# CATERING MANAGER – JOB DESCRIPTION

Term time only plus 10 days

## SALARY:

SO1 SCP23-25 £30,921 - £32,945

TTO +10 days

Monday – Thursday 7am-3.30pm Friday 7am – 3pm

## JOB PURPOSE

- To manage and development of the catering service on site at BBEC
- To work closely with senior leaders and appointed representatives in order to maximize sales, whilst ensuring that the highest standards of service are provided for students and staff alike
- To achieve agreed sales performance, gross profit targets and non-consumable costs
- To produce meals and dishes in line with academy procedures
- To order and store goods from nominated suppliers
- To manage and lead catering staff including all training
- To meet the needs of the academy in all aspects of catering
- To manage all hygiene, health and safety policies and practices and COSHH regulations in line with the documented schedules, HACCP, due diligence practices and allergen management for a food operation
- To comply with government guidance in relation to food standards for schools.

## MAIN DUTIES

- To plan menus efficiently, to produce a catering service that offers high-quality menus on a daily basis, attractive to young people that are compliant with relevant school food standards/legislation
- To produce meals and dishes through a production schedule
- To complete all relevant documentation of costs and sales
- To order and store goods in line with purchasing & stock holding procedures
- To manage food production, stock and waste control
- To lead & manage the catering team on a day-to-day basis
- To develop staff and manage their training needs to enable all employees to carry out their duties competently and safely
- To lead on student safety in relation to allergens ensuring all dietary, allergies and food intolerances are safety catered for
- To manage and operate the academy cashless system
- To liaise with students and staff alike in all aspects of the catering service and the maintenance of excellent customer care and service
- To maintain college property and equipment to a safe standard and report all defects to the college
- To clean fixtures, fittings and equipment in accordance with cleaning schedules
- To create menus for both core and non-core business
- To plan and organise events
- To carry out duties and responsibilities as instructed by senior leaders to meet the changing needs of the college
- To cater for events, visitors and other occasions, either in or out of school hours.

Whilst every endeavour has been made to outline all duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings therefore have been used above, in which case all the usual associated duties are naturally included in the job description

## SUPPORT FOR THE SCHOOL

- To 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.
- To be aware of and support difference and ensure all students have equal access to opportunities to learn and develop.
- To contribute to the overall ethos/work/aims of the school.

- To appreciate and support the role of other professionals.
- To attend and participate in relevant meetings as required.
- To participate in training and other learning activities and performance development as required.
- To support, uphold and contribute to the development of the school's equality policy and practices in respect of both employment issues and the delivery of services to the community.

## CATERING MANAGER - PERSONNEL SPECIFICATION

ATTRIBUTES	REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications	<ul style="list-style-type: none"> <li>City and Guilds 706 (i) &amp; (ii) or NVQ equivalent</li> <li>Basic Food Hygiene Certificate or higher</li> <li>Level 2/3 Food Hygiene certificate</li> </ul>	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p>	√	Application Interview Certificates
Experience	<ul style="list-style-type: none"> <li>Experience of working in high-volume sites</li> <li>Experience of managing staff</li> <li>Experience of managing industrial or commercial catering operations</li> <li>Experience of working with a menu cycle</li> <li>Experience of working in an education setting</li> <li>Experience of working with children</li> </ul>	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p>	√	Application References Interview
Training	<ul style="list-style-type: none"> <li>Willingness to participate in development and training opportunities</li> <li>Willingness to undertake specific training relating to nutrition and legislative guidelines</li> <li>Relevant safeguarding training</li> </ul>	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p>	√	Application Interview
Knowledge, Skills and Ability	<ul style="list-style-type: none"> <li>A sound knowledge and understanding of the principles of profit and loss</li> <li>A sound understanding of budgeting principles</li> <li>Excellent core craft skills</li> <li>A sound understanding of industrial and commercial catering</li> <li>Knowledge, understanding and commitment to safeguarding and promoting the welfare of students</li> <li>Ability to drive and enthuse staff.</li> <li>Excellent organisational skills.</li> <li>A sound understanding of both current &amp; proposed school food guidelines/ legislation</li> <li>An understanding of nutritional content and dietary requirements</li> </ul>	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p>	√	Application Interview
Personal Circumstances	<ul style="list-style-type: none"> <li>Must be legally entitled to work in the UK (Asylum &amp; Immigration Act 1996)</li> <li>Able to satisfy the requirements of safeguarding recruitment checks in line with Keeping Children Safe in Education</li> <li>Must have the ability to be flexible and work to the requirements of a busy school including evenings by pre-arrangement</li> <li>Interest in the school's wider role in the community</li> </ul>	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p>		Application Interview

ATTRIBUTES	REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>Disposition and Attitude</b>	<ul style="list-style-type: none"> <li>• Ability to relate well to pupils and adults</li> <li>• Work constructively as part of a team</li> <li>• Ability to remain calm under pressure</li> <li>• Self-motivated</li> <li>• Ability to work without supervision</li> <li>• Ability to make decisions within established guidelines</li> <li>• Demonstrates a commitment to achieving the goal of healthy eating for all pupils</li> <li>• Good literacy, numeracy and IT skills. Experience of using Microsoft Office applications</li> <li>• Approachable, courteous and able to present a positive image of the school to callers and visitors</li> <li>• Maintain confidentiality in matters relating to the school, its students, staff, parents and carers</li> </ul>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>		Application Interview References
<b>Physical</b>	<ul style="list-style-type: none"> <li>• Resilient</li> <li>• Physically able to cope with the demands of a multi-level building</li> </ul>	<p>√</p> <p>√</p>		References Interview
<b>Equality</b>	<ul style="list-style-type: none"> <li>• A commitment to, and evidence of, promoting diversity and equal opportunities within the Trust, the curriculum and employment practice.</li> </ul>	<p>√</p>		Application Interview

## MAKING YOUR APPLICATION

We hope that having read this pack you are inspired to apply for the post.

In order to apply, please complete the application form on MyNewTerm. The application form can be downloaded from the school website <https://www.buttershaw.net/work-for-bbec>

**At BBEC our first priority is keeping our young people safe. Safeguarding is at the heart of all we do, and we work hard to ensure that all of our students are safe at all times and know how to keep themselves safe in a variety of situations.** BBEC makes decisions about the suitability of prospective employees based on checks and evidence including: criminal record checks (DBS checks), barred list checks and prohibition checks, together with references and interview information.

If you would like to speak to someone about the vacancy, please contact Mrs Brown at Buttershaw Business and Enterprise College on 01274 676285, or by email at [taffy.brown@bbec.bdat-academies.org](mailto:taffy.brown@bbec.bdat-academies.org).

## INCLUSION

As a Trust we are an inclusive employer. We welcome applications from candidates of all backgrounds, faith, ethnicities or with any protected characteristics. We are simply looking for the very best candidate for the job and will assess your application only on the information in your written application or your performance at interview should you be successfully shortlisted.

We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, gender, religious beliefs, marital status, sexual orientation or disability. The person specification sets out the criteria used to assess candidates through the selection process.

## ABOUT BDAT

Buttershaw Business and Enterprise College is an academy within Bradford Diocesan Academies Trust. If you are successful in being appointed, the Trust will be your employer.

### General Information and Background

Bradford Diocesan Academies Trust (BDAT) is a Multi- Academy Trust (MAT) supporting a number of primary and secondary academies in Bradford. BDAT is the only Church of England MAT operating in Bradford and is part of the Diocese of Leeds. BDAT is a charity, governed by a board of trustees who are responsible for, and oversee, the management of the company. The Memorandum and Articles are available on the Trust's website at [www.bdat-academies.org](http://www.bdat-academies.org).

### Our mission statement

At BDAT we want every child to have a happy and high-quality education enabling them to grow and flourish during their time at school.

In practice, as a Trust, we seek to work with and alongside the academies in our Trust to provide a good quality of education to all children in our academies. The Trust does this through operating a light touch support role for academies at times of challenge and by establishing collaborative structures and processes to enable them to work together and share good practices. As our family of academies continues to grow, we are constantly looking at how we can continue to improve to establish effective and efficient ways of partnership working. We believe this means we are big enough to achieve business economies of scale whilst being small enough to retain our family of schools approach where we are truly able to know, understand and support each other.

### Our Christian ethos

BDAT is a proudly Christian organisation committed to providing high-quality education for all within an ethos which encourages academic, vocational, mental, physical, and spiritual opportunities and development for each member of its academies. Whilst robust Christian principles underpin the work of the academy, everyone is encouraged to explore their own spirituality and to recognise and understand that of others. It is for this reason that we choose to support and sponsor Non-Church of England academies, as well as those within the faith.

### ICARE

At BDAT we have considered the importance, effectiveness and sustainability of how we tackle issues like racism and other types of discrimination across all areas of our MAT and within each of our schools. We have led a Trust wide consultation to ensure we understand what we mean by inclusion and to look at what we can do differently centred around the Trust values: "ICARE". To download our ICARE consultation documents please [click here](#)

### BDAT People: Our Faculty of Professional and Career Development

BDAT People brings together into a single entity all that we currently do to recruit, develop and retain our staff. It provides the strategic direction to ensure that our professional and career development supports school improvement and drives our vision of BDAT as an employer of choice.

By bringing all our work in this area under 'one umbrella' it ensures our staff know about BDAT's development offers and how they can be accessed. <https://bdat-people.org/>

## CONTACT DETAILS

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