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| **Job Description** | |
| **Post:** | **Caretaker** |
| **Pay Scale:** | **Grade 3 SCP 5-6** |
| **Responsible to:** | Office Manager and Headteacher |
| **Main Location:** | Alice Ingham Primary School |
| **Main Duties** | |
| • To ensure that the school and its grounds are maintained as an attractive, clean and  safe environment for all its users  • To ensure buildings and the site are secure, including out of school hours and taking  remedial actions it required  • To act as designated key holder, opening and closing the site and providing out of  hours and emergency access to the school site as necessary  • To procure quotes for routine maintenance work on school premises  • To operate and regularly check systems such as heating, cooling, lighting and  security  • To undertake minor repairs (within own capabilities) and maintenance of the  buildings and site  • To arrange emergency repairs  • To arrange regular maintenance and safety checks, including clearing gutters, and  ensuring manholes are clean and operational  • To oversee on-site maintenance contractors, checking that work is completed to  required standards and within required timescales  • To monitor material and stock and order supplies  • To undertake general portage duties, including moving furniture and equipment  within the school and receive and distribute deliveries  • To perform duties in line with Health and Safety and COSHH regulations and take  action where hazards are identified, and report serious hazards to line manager  immediately  • To undertake regular health and safety checks of building, grounds, fixtures and  fittings (including compliance with fire regulation) and equipment, in line with other  schedules such and means of escape, emergency lighting, extinguishers, asbestos,  legionella, perimeter checks, hard surface checks  • To be responsible for the security, maintenance, safety and cleaning of the school,  and respond to emergencies and maintenance issues  • Attend training courses and accept a reasonable amount of overtime as and when  required  • Organise daily working day incorporating specific requests that require immediate  attention  • To undertake such other duties and responsibility of an equivalent nature as may be  determined by the Headteacher  **Site and Premises Security**  • Checking and operating security, alarm and surveillance systems, resetting alarms,  reporting faults and operating security procedures  • Monitoring firefighting and alarm equipment and undertaking procedures relating to  this responsibility  • Responding, as an approved key holder, to emergencies  • Changing locks and getting keys cut  • Monitoring school property  • Responding to Senior Management requests to deal with intruders on site  **Cleaning**  • The cleaning of the premises and site, including litter, graffiti, surfaces of drains,  areas fouled by pupils, etc.  • Ordering appropriate materials and equipment within the school’s budget  • Completing a yearly stock take of materials and equipment  • To plan and deep clean of the premises during school closures  • Training new cleaners in cleaning methods and correct use of equipment  • Keep pathways and driveways, hard core play areas and drainage areas safe and  clear  • Stand in for cleaner’s absence  • Check weekly cleaning task sheets and distribute new ones  • Ensure individual cleaner’s stores are kept fully stocked.  • Timetable service of cleaning machines e.g. buffers  **Heating and Lighting**  • Operating and monitoring the school’s heating system  • Maintaining the lighting facilities in the premises and site, replacing light bulbs,  cleaning shades and similar items as appropriate  **Maintenance**  • General maintenance up to the level of skill, ability, experience or training  • Ensuring that security procedures for contractors etc. coming on site are followed  • Sprinkling rock salt on hard surfaces to maintain safe passage during adverse  weather conditions  • Regularly monitoring and reporting on the state of repair of the site  • Dealing with outside contractors, procuring quotations, when required, and  monitoring their work on site for progress and health and safety compliance  • Signing clearance documents, when appropriate  • Boarding up of windows and doors when required  **Porterage**  • Undertaking general porterage such as moving goods being delivered and items  being removed from the premises  • Moving items within the premises as appropriate and as requested by Senior  Managers, including assemblies, performances etc.  Lettings  • Monitoring lettees and other external users of the site to ensure safe and appropriate  use  • Monitoring the site to ensure that the premises are secure  • Carrying out general maintenance tasks whilst letting in progress  • Accept an appropriate share of cover for lettings and after school activities outside  normal hours  **Health and Safety**  • Following health and safety procedures as established by the school and required by  legislation e.g. COSHH  • Reporting on problems relating to the safe use of the site and premises and taking  emergency action when appropriate  • Undertake first aid training  **Administration**  • Ensuring that all paperwork associated with the work of the caretaker and cleaners is  accurately completed e.g. timesheets  • Investigate complaints, report and complete appropriate paperwork relating to  accidents when required  • Draw up repair and maintenance programmes  **Liaison with Contractors, Repairs and Maintenance**  • Effective liaison with Office Manager and Headteacher should be maintained  ensuring that they are kept informed of relevant information of repairs and  maintenance  • Contacting contractors and obtaining estimates for repair and maintenance work as  required by the School | |
| **Professional standards and development** | |
| * Take responsibility for and participating in continuing professional development. * Be a role model to students through appropriate personal presentation and professional conduct. * Support all the School’s policies and ethos. * Establish effective working relationships with professional colleagues both in school and as part of the school’s learning community and network. * Responsible for the health, safety and welfare of self and colleagues in accordance. with the School’s Health and Safety policies and procedures and current legislation. * Reflect on own professional practice. * Take responsibility for and participating in continuing professional development. | |
| **Continuing professional development and formation** | |
| * Undertake any necessary professional development as identified, taking full advantage of any relevant training and development available. * Maintain a professional portfolio of evidence to support the Performance. Management/Appraisal process – evaluating and improving your own practice. | |
| **General Responsibilities** | |
| * Attend and participate in staff meetings, training, and briefings as appropriate. * Be aware of, and comply with all Trust policies and procedures, particularly those relating to child protection, health, safety and security, financial management, confidentiality, and data protection. * Contribute to the overall ethos, work, and aims of the Trust. * Commitment to the principle of working collaboratively with other schools within the St Teresa of Calcutta Catholic Academy Trust. | |
| *These duties are neither exclusive nor exhaustive, and the postholder will be required to undertake other duties and responsibilities, which the Trust may determine. Please note that the successful applicant will be required to comply with all Trust Policies.*    *The Trust is committed to the safeguarding and promotion of the welfare of all children and young people in our care. Applicants must be willing to undergo an enhanced Disclosure and Barring Service check and overseas police checks (where applicable). Please see STOC’s Safeguarding and Recruitment Policies for further details. All staff have a key role and responsibility in this area and will be subject to an Enhanced Disclosure check. An online search will be performed on all shortlisted applicants in accordance with the Trust’s safeguarding procedures and Keeping Children Safe in Education statutory guidance.*    *It is the practice of this Trust to periodically examine employees’ job descriptions and to update them to ensure that they relate to jobs as they are being performed, or to incorporate whatever changes are being proposed. It is the Trust’s aim to reach agreement on any alterations.* | |

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| **Person Specification** | | |
| **Key** **E** Essential, **R** References, **I** Interview, **C** Certificate, **D** Desirable, **A** Application | | |
|  | **Essential / desirable** | **Evidence** |
| **Qualifications** | | |
| To possess GCSE English and Math’s or Level 2 Literacy and Numeracy. | E | A/C |
| Relevant Level 2 in Cleaning or similar | D | A/C |
| Full, clean driving licence (if applicable) | E | C |
| First aid certificate | D | A/C |
| **Knowledge & Experience** | | |
| Experience of working in maintenance/trades | E | A/I |
| Experience of undertaking DIY, including the use of hand and power tools e.g. drills | E | A/I |
| Previous experience in a caretaking role in a school | D | A/I |
| Problem solving skills and ability to use judgement to interpret information and make decisions | E | A/I |
| Ability to keep calm in emergency situations | E | A/I |
| Ability to work as part of a team | E | A/I |
| Ability to undertake tasks that require physical effort, e.g. lifting, portage duties, working at height | E | A/I |
| **Technical Skills & Ability** | | |
| Good interpersonal skills, with the ability to work with colleagues and children | E | A/I |
| Ability to complete documentation essential for the duties of the post | E | A/I |
| Ability to undertake minor building repairs, DIY and general maintenance | E | A/I |
| Ability to prioritise and work to deadlines | E | A/I |
| Knowledge of Health and Safety procedures, safe working practices and risk assessments, e.g. COSHH, working at height, manual handling. | E | A/I |
| Understanding of the importance of safeguarding/ child protection procedures when working with children | E | A/I |
| **Special working conditions** | | |
| The Postholder may be required to attend evening and weekend meetings | E | A/I |
| The School operates a Smoke Free Policy for all its employees and applies to any building and associated grounds within the immediate vicinity of the school. | E | A/I |
| Annual leave will be approved in accordance with the needs of the school. | E | A/I |
| The ability to converse at ease with customers and service users and provide advice in accurate spoken English | E | A/I |
| **Personal characteristics** | | |
| Able to work flexibly, including evening and weekend meetings as required | E | A/I |
| Ability to relate to and promote the ethos of the school | E | A/I |
| Willingness to update skills and knowledge by undertaking training as required | E | A/I |
| Flexible in approach and able to meet the changing demands of the role | E | A/I |
| The ability to converse at ease with customers and service users and provide advice in accurate spoken English | E | A/I |