



Shaw  
Education  
Trust



# Careers

at Shaw Education Trust



|                               |                                    |
|-------------------------------|------------------------------------|
| <b>Job Title:</b>             | <b>Caretaker (Site Technician)</b> |
| <b>Grade:</b>                 | <b>5</b>                           |
| <b>SCP:</b>                   | <b>SCP 16 – SCP 20</b>             |
| <b>Conditions of Service:</b> | <b>Support Staff Contract</b>      |
| <b>Responsible to:</b>        | <b>Headteacher</b>                 |

## Job Purpose

To provide efficient and effective caretaking support to the school, including ensuring that the security and general appearance of the buildings and surrounding areas are maintained in accordance with the required standards, and that heating systems operate at optimum efficiency.

## Key Responsibilities

### Line Management Responsibilities

May be required to line manage a very small team of site staff, e.g. a janitor, to ensure:

- Adequate cover for holiday periods.
- Adequate cover for outside normal college hours.
- Providing cover for emergency call out.
- Undertake recruitment/induction/appraisal/training/mentoring of janitor

### Security and Safety

- To ensure heating plant and equipment is efficiently and effectively operated, make adjustments as necessary, and report defects and malfunctions to designated member of the Senior Leadership Team.
- To be responsible for maintaining the security of the premises and its contents including monitoring the school's CCTV system.
- To clean light fittings, replacing where necessary minor parts such as tubes, bulbs, fuses, starters and diffusers, in accordance with safe working practices.
- Remedial action after break-ins, for example boarding up broken windows.
- Reglazing small internal windows.
- Undertake risk assessments and COSHH procedures as appropriate.
- May be required to assist with fire evacuation procedures.

### Maintenance and Cleaning

- To arrange to clear blockages, remove foreign matter from sinks, toilets, drains, and clean up spillages as required.
- In the event of a burst or leaking water pipe, the water supply should be turned off, spillage removed and furnishings cleaned.
- Remove spillages and resultant stains from floors and other surfaces.
- To ensure that gullies, drains etc. are kept free from debris and that the school and grounds are litter free.
- Litter bins are to be emptied and the contents disposed of on a daily basis.
- To be responsible for ensuring clear and safe pedestrian access to the school, particularly in adverse weather conditions (e.g. snow clearing, gritting).
- To dispose of waste material in a safe, hygienic manner, ensuring that it is available for collection as required.
- Maintenance and Repair Painting and Decorating
- Temporary making good of colour wash e.g. when cabinets are moved, and the blotting out of any graffiti.

- Making good paint work e.g. touching up scratch damage.
- To undertake repairs, projects and redecoration tasks as appropriate. Joinery
- First line maintenance of fixtures and fittings.
- Minor repairs as a temporary measure after breakins, vandalism etc. Minor repairs to fixtures and fittings such as replacing locks,
- Minor repairs to furniture, replacing door and window catches.
- Minor improvements such as the erection of small shelves, display and notice boards.
- Advice, and/or undertake, where appropriate renovation projects Plumbing
- Unblocking sinks, traps and waste pipes. Adjustment and rewashing of taps. Stopping leaks.

### Resources

- To undertake portage tasks as required, including setting up and clearing away furniture.
- To control the provision of toiletry items, including requisition, storage and distribution of such items.
- Responsibility for replacement of paper towels, toilet rolls and soap in toilets and teaching areas e.g. Technology, Science, Art and Craft.
- To monitor stock levels of consumable items such as grit, toiletries, light bulbs/tubes and cleaning materials for which the college is responsible and arrange to replenish supplies in accordance with current procedures.
- To maintain appropriate records, including intruder alarm log book and fire alarm book. To test alarm systems weekly and lighting when appropriate.
- To report emergencies in the case of faults with gas, electric and water supply to the designated member of the Senior Leadership Team or, where not immediately available, Technical Services, and report minor faults on site to the designated member of the Senior Leadership Team.
- To attend to, where necessary, personnel visiting the site such as contractors, representatives of utilities (gas, electric) and monitor any work being carried out within the postholder's area of responsibility.
- May be required to drive the school minibus and/or carry out weekly minibus maintenance checks.

### Support to School (this list is not exhaustive and should reflect the ethos of the school)

- Promote and safeguard the welfare of children and young persons you are responsible for or come into contact with.
- 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.
- Ensure all pupils have equal access to opportunities to learn and develop.
- Appreciate and support the role of other professionals.
- Contribute to the overall ethos/work/aims of the school.
- Attend and participate in relevant meetings as required.
- Participate in training and other learning activities and performance development as required.
- Contribute to the achievement of the school's objectives.
- **Promote inclusion and acceptance of all pupils within the school.**
- Establish good working relationships with pupils, acting as a role model and setting high expectations.
- Be aware of, support and ensure equal opportunities for all.
- Assist with pupil needs as appropriate during the school day.

### **Safeguarding**

- Take responsibility for promoting the safety and welfare of all pupils.
- Report all concerns to an appropriate person.
- Co-operate and work with relevant agencies to protect children.
- Ensure all statutory requirements are adhered to, including prevention.

*This job description is not prescriptive, nor necessarily a comprehensive definition of the position.*

*Notwithstanding the duties in this job description, you will be expected to undertake any other duties and tasks which are not specifically listed but are within the scope and remit of this post to ensure the effective delivery and development of the service.*

## **Qualifications and Experience**

### **Qualifications/Training**

- NVQ 3 Building Maintenance & Estates Service, or equivalent qualification in a relevant discipline.

### **Experience / Knowledge / Skills**

- Extensive experience of working in a site security, maintenance environment.
- Management experience.
- Good understanding and ability to use specialist equipment/ resources.
- Ability to organise, lead and motivate other staff.
- Ability to plan and develop systems.
- Full working knowledge of relevant policies/codes of practice/ legislation. Ability to relate well to children and to adults.
- Good organising, planning and prioritising skills.
- Methodical with a good attention to detail.

## Codification of expected norms and behaviours

| Leadership, of self and others   |   |  |
|--|---|--|
| Attitude   | Aptitude  | Functional Capability  |
| <ul style="list-style-type: none"> <li>• Build relationships between yourself and the team, and between team members.</li> <li>• Unify not divide the team, promote a culture of respect.</li> <li>• Manage conflict well and pro-actively.</li> <li>• Embrace and welcome accountability of self, and for team.</li> <li>• Care for the well-being of your team/colleagues.</li> <li>• Support the retention of good staff by creating a positive culture around workforce development and team communities.</li> <li>• Ensure good communication amongst your team and the wider organisation as appropriate.</li> </ul> | <ul style="list-style-type: none"> <li>• Ensure effective workforce development and training for self and all, including coaching and mentoring.</li> <li>• Spot and nurture talent – in yourself and in others.</li> <li>• Positively engage in development opportunities and aptitude development.</li> </ul> | <ul style="list-style-type: none"> <li>• Ensure clear roles and accountabilities for the team are well understood.</li> <li>• Develop and promote mutual accountability between colleagues in the team.</li> <li>• Deploy staff and resources effectively across the team.</li> <li>• Manage the workload of self and team.</li> <li>• Know your team(s)/colleagues well.</li> </ul> |
| Model our values and behaviours  |   |  |
| Attitude   | Aptitude  | Functional Capability  |
| <ul style="list-style-type: none"> <li>• Build trust within your teams and across the Trust.</li> <li>• Create and contribute to a psychologically safe environment so staff can work and flourish within your team and across the Trust.</li> <li>• Value compassion</li> <li>• Encourage a can-do approach personally and across your team.</li> <li>• Positively challenge poor behaviour and call it out.</li> </ul>   | <ul style="list-style-type: none"> <li>• Be self-reflective on your own strengths and be proactive in seeking support (via colleagues, reading or CPD) to understand any areas for improvement and ensure your development in these.</li> </ul>   | <ul style="list-style-type: none"> <li>• Display professional credibility to team, peers, and trustees.</li> </ul>   |

|   |  |  |
|---|--|--|
| <ul style="list-style-type: none"> <li>• Be highly and consistently visible across the organisation and within your team.</li> <li>• Demonstrate a consistent approach and calmness.</li> </ul> |  |  |
|---|--|--|

**Motivate and inspire**

| <b>Attitude</b>  | <b>Aptitude</b>  | <b>Functional Capability</b>   |
|--|--|--|
| <ul style="list-style-type: none"> <li>• Celebrate and acknowledge success of self and others.</li> <li>• Show and demonstrate the value of others – create an abundance culture where all can be successful without threat or competition.</li> <li>• Demonstrate drive and ambition for self, team and Trust.</li> </ul> | <ul style="list-style-type: none"> <li>• Engage in wider networking, development opportunities and/or reading to gain inspiration and personal motivation.</li> <li>• Understand and share your ‘why’ – and revisit it regularly.</li> </ul> | <ul style="list-style-type: none"> <li>• Communicate a precise and clear vision.</li> <li>• Set the journey ahead which is understood by all.</li> <li>• Evidence sharp goal setting and achievement.</li> <li>• Ensure errors, oversights and mistakes are rare.</li> </ul> |

**Reflection**

| <b>Attitude</b>   | <b>Aptitude</b>   | <b>Functional Capability</b>  |
|---|---|---|
| <ul style="list-style-type: none"> <li>• Demonstrate transparency and integrity within team and across the Trust.</li> <li>• Accept responsibility and be vulnerable, avoid a blame culture.</li> </ul> | <ul style="list-style-type: none"> <li>• Take time to know yourself and engage in self-reflection and learning.</li> <li>• Ask thoughtful questions and seek the truth.</li> <li>• Give and accept feedback.</li> </ul> | <ul style="list-style-type: none"> <li>• Encourage your team to reflect on efficiency and effectiveness, striving to gain a constantly improving approach.</li> </ul> |

**Secure accountability by giving tools to succeed by...**

| <b>Attitude</b>  | <b>Aptitude</b>  | <b>Functional Capability</b>  |
|--|--|---|
| <ul style="list-style-type: none"> <li>• Giving generously with your time.</li> <li>• Ensuring 1:1 meetings are useful and effective in driving improvement.</li> <li>• Providing support and removing barriers to success.</li> <li>• Be true to your word, if you say you will do something, do it.</li> </ul> | <ul style="list-style-type: none"> <li>• Have high expectations of yourself and others, seek out best practice.</li> </ul> | <ul style="list-style-type: none"> <li>• Ensuring absolute clarity in terms of expectation and ‘the ask’.</li> <li>• Allocating resources effectively to support KPI delivery.</li> <li>• Be willing and able to have challenging conversations.</li> </ul> |

**In addition to candidates' ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children including:**

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Attitudes to the use of authority and maintaining discipline
- The post holder will be required to have an enhanced DBS check



If a disabled person meets the criteria indicated by the 'Two Ticks' symbol and provides evidence of this on their application form they will be guaranteed an interview.

**HH 22.03.2021**

***Note This job description and person specification conforms to the Shaw Education Trust job evaluation standards and cannot be amended/updated without SET HR approval.***