COLLABORATIVE LEARNING TRUST

Working Together to Secure Success



MULTI TRADE MAINTENANCE OPERATIVE

INFORMATION FOR APPLICANTS

NJC Grade C1 Scale Points 12 – 17

£15.31 - £16.61 Per Hour, plus 13.5% Holiday Pay

Casual - All Year Round

Fixed Term until 31st August 2027

Required ASAP

MULTI TRADE MAINTENANCE OPERATIVE

Locations:	Based in Otley, with travel to our Trust Schools
Contract:	Casual - All Year Round Fixed Term until 31st August 2027
Closing Date:	11.59pm Wednesday 9th December 2026
Selection Day:	Monday 14th December 2026

MULTI TRADE MAINTENANCE OPERATIVE

Thank you for your enquiry regarding this post.

Please look on the Trust's website for more information about the Trust

You will find in this booklet:

- Information about the post
- Information from the CEO
- Job Description
- Person Specification
- Guidance for completing the application form

If you have a disability and require this information in a different format, for example, Braille, larger print or on CD, please contact the trust:

01943 262203

The closing date for applications is **11.59pm Wednesday 9th December 2026**. Please note that it is our policy not to accept late applications. Shortlisting will commence immediately with interviews taking place on **Monday 14th December 2026**.

Following the closing date, a recruitment panel will review the information provided and consider how well it matches the person specification. Shortlisted candidates will then be invited in for interview and references taken. On the interview day a number of sessions may be organised which may include completing a typed task. The results of these sessions will inform the panel in their decision to take candidates through to a formal interview.

Our schools are committed to safeguarding and promoting the welfare of our students and expect all staff and volunteers to share this commitment. All appointments will be subject to an Enhanced Disclosure and Barring Service check.

We aim for diversity within our workforce. Applications are welcome from all, irrespective of sex, sexual orientation, gender identity, race, religion or belief, marital status, age or disability.

All Collaborative Learning Trust schools are non-smoking/vaping sites.

Please note it is the Trust's policy that reimbursement will not be made with regard to candidates' expenses.

INFORMATION ABOUT THE POST

The Multi Trade Maintenance Operative role will be based at our Trust office in Otley, but the post holder will be required to travel to all Trust schools.

It should be noted that this is a Collaborative Learning Trust Central role and the post holder will be required to:

- Assist with the day-to-day maintenance of CLT school sites
- Assist with resolution of health and safety issues
- Contribute to specific maintenance or construction projects at Trust schools
- Complete, or assistance with completion, of Trust school's planned preventative maintenance (PPM'S) as required, ensuring these are completed to the highest of standards.
- Provide cover for Trust school's site teams in instances of absence, as required, including opening up and locking school sites.
- Ensure diarised events/tasks are completed with full attendance and within specified times

INFORMATION ABOUT COLLABORATIVE LEARNING TRUST

Currently the Trust comprises:

1. Prince Henry's Grammar School, Otley, Leeds
2. Bramhope Primary School, Bramhope, Leeds
3. St Mary's Church of England Primary Academy, Hunslet, Leeds
4. Micklefield Church of England Primary Academy, Micklefield, Leeds
5. All Saints Church of England Primary School, Little Horton Green, Bradford
6. Trinity All Saints Church of England Primary School, Bingley
7. Ashfield Primary School, Otley, Leeds
8. St Oswald's Church of England Primary School, Guiseley, Leeds
9. The Whartons Primary School, Otley, Leeds

VISION

The Collaborative Learning Trust will be recognised as a highly successful learning community that provides outstanding, sustainable, and inclusive 'nursery to 19' education for young people of all abilities. Students will leave Collaborative Learning Trust schools having enjoyed their education and developed into lifelong independent learners with the creativity, adaptability, resilience and leadership skills to contribute to, and succeed in, our 21st century society.

Our vision is underpinned by the following values:

- **Education for the common good of the whole community** – supporting the development of lifelong independent learners with the creativity, adaptability, resilience and leadership skills to contribute to society
- **Education for dignity and respect** – a focus on equality for all, trust, integrity, respect and an appreciation of diversity
- **Education for wisdom, knowledge and skills** – high quality teaching and learning designed to secure the 'all round' education of young people and engender a passion and enthusiasm for learning
- **Education for hope and aspiration** – a culture of aspiration and success (in students, staff and governance)

This will be achieved through:

- A commitment to a genuinely collaborative approach to ensure sustained school improvement towards the vision
- Strong ethical leadership and behaviour at all levels
- Autonomous ethos and identity for each school, whilst sharing core values and vision across both church and non-church schools
- Effective staff professional development and opportunities for excellent practitioners to develop their career

'We as a Trust have signed up to the Yorkshire and Humber climate action pledge, making a commitment to protecting the climate and nature'

COLLABORATIVE LEARNING TRUST EMPLOYEE BENEFITS

The Collaborative Learning Trust promotes employee wellbeing across all of our schools. One of the many ways we implement this is through our fantastic employee benefits which include:

Employee Assistance Programme:

A 24/7 confidential advice and counselling helpline available at no cost to all employees.

Pension Scheme:

We offer a fantastic teaching and support staff pension scheme.

Cycle to work scheme:

Spread the cost of a new bike over 12 or 24 months through salary sacrifice (terms and conditions apply).

Home and Tech scheme:

Spread the cost of a Curry's or Ikea gift card over 12 months through salary sacrifice (terms and conditions apply).

bYond:

A pre-paid card that lets you earn cashback when shopping at your favourite stores.

Extras discounts:

Save up to 10% on the upfront cost of a wide range of big-brand gift cards.

Tastecard Promotions:

Discount on an annual subscription which allows you to Save up to 50% off at hundreds of participating restaurants.

RAC Membership Cover:

A 12 month salary sacrifice offering different levels of cover options for up to 4 vehicles (terms and conditions apply).

JOB DESCRIPTION: MULTI TRADE MAINTENANCE OPERATIVE

Name:	
Job Title:	**Multi Trade Maintenance Operative**
Subject:	**Site Maintenance And Development**
Salary Grade:	**NJC Grade C1 Scale Points 12 – 17** **£15.31 - £16.61 per hour, plus 13.5% Holiday Pay**
Contract Type:	**Fixed Term until 31st August 2027 - All Year Round**
Hours:	**Casual**
Responsible to:	**Deputy Estates Manager, Collaborative Learning Trust** **Headteachers at relevant Trust Schools**

PURPOSE OF ROLE

This Collaborative Learning Trust Central Services role has the following specific functions:

- Support the Trust's Estates team with the day-to-day operation and maintenance of the CLT sites
- Completion of Planned Preventative Maintenance (PPMs) tasks at CLT sites
- Contribution to specific maintenance or construction projects
- Ensure diarised events/tasks are completed with full attendance and completed within specified times
- Provide absence cover for Trust school's site teams, as required

The postholder will be line managed by the Trust's Estates Manager, and will liaise closely with the Trust's wider Estates team.

This is a Trust wide role, meaning that travel to all schools is required and fuel expenses can be claimed via the expenses policy. Flexibility is required as occasionally there may be a need for additional or flexible hours with possible evening and weekend working on rare occasions.

MAIN DUTIES

- To carry out day-to-day repairs and maintenance around the school, including basic plumbing and sorting blockages, joinery, minor repairs, changing lightbulbs and refilling consumable.

- To be responsible for the effective opening and locking of the school site and buildings, working with other colleagues as appropriate and in line with agreed procedures. This may be out of normal school hours as required for lettings, contractors, community use, etc., and may require supervising the school care park.

- To assist with selecting, appointing and monitoring approved contractors for reactive and planned maintenance tasks liaising with the Estates Manager,

ensuring that the Trust's procedures are always adhered to and work is completed to the required standard.

- To operate and monitor heating, lighting, and other building systems.
- To support waste and recycling arrangements in line with the Trust's waste management policy.
- To maintain safe and clean school grounds, via graffiti removal, grass-cutting, hedge trimming, litter picking, leaf clearance, gritting, etc., as required, using specialist machinery.
- To work with the Estates Manager to ensure that all areas of the site and buildings comply with current Health and Safety regulations.
- To deal with Hazard Reports issued in line with Health & Safety liaising with Estates Manager if required
- To maintain and store tools, equipment and supplies appropriately and in good condition, ensuring working environments are tidy and safe.
- To undertake accurate record keeping
- To be proactive in dealing with faulty equipment and other maintenance requirements.
- To maintain the security of the school through regular security checks and operation of alarm systems, as well as responding to emergency callouts and making appropriate emergency arrangements.
- To assist with efficiently receiving and distributing goods and deliveries.
- To assist and participate in the organisation and movement of furniture within the building and preparing facilities for events.
- Assist the Trust Estates team with annual planned maintenance,
- Where possible review PPM's completed by site teams via Every, reporting findings to Deputy Estates Manager
- Assisting the Trust estates team with annual planned maintenance, liaising with contractors, recording results such as; legionella, PAT testing, fire extinguishers etc
- To develop positive working relationships with other facilities management staff across the Trust, including maintenance supervisors, maintenance assistants and the Estates Manager

Other Responsibilities

- To deal with staff, parents, students and members of the public in a friendly and effective manner maintaining a high standard of professional behaviour and appearance at all times, ensuring uniform is clean and presentable at all times, including appropriate footwear

- To be aware of and comply with policies and procedures relating to child protection, health & safety, security and confidentiality, reporting all concerns to an appropriate person

- To be aware of equal opportunities legislation and, along with colleagues, work towards ensuring that the Trust complies with its requirements

- To contribute to the overall ethos/work/aims of the Trust including the Trust's commitment to safeguarding and promoting the welfare of children and young people

- Complete mandatory training and adhere to the Trust code of conduct at all times

- To be aware of the school's duty of care in relation to staff, students and visitors and to comply with the health and safety policy at all times

- To establish and maintain positive, constructive and professional working relationships with staff, visitors, students, parents and other professionals of the school/Trust

- To recognise own strengths and areas of expertise and use these to advise and support others

- To attend relevant meetings and whole school training events as appropriate

Job descriptions may change and/or be amended, the postholder may be required to fulfil other duties commensurate with the role.

HEALTH & SAFETY

All staff will make themselves familiar with the requirements of the Health and Safety Policy which are relevant to their work**.**

SAFEGUARDING

Collaborative Learning Trust is committed to promoting and safeguarding the welfare of all children and expect all staff and volunteers to share this commitment. This post is subject to an enhanced Disclosure and Barring Service (DBS) checks.

In line with KCSiE 2026, we will carry out an online search as part of our due diligence on shortlisted candidates. This may help identify any matters that are publicly available online, which we might want to explore with you at interview.

Signed ……..

Date……

PERSON SPECIFICATION – MULTI TRADE MAINTENANCE OPERATIVE

Title of Post	Multi Trade Maintenance Operative
Specification Prepared By	HR Assistant
Date	November 2026

	Qualifications	**Essential/ Desirable (E/D)**	**How identified**
1.	English & Mathematics GCSE Grade A*-C or equivalent	E	Application and Selection process
2.	Core trade qualification to NVQ Level 2/3, or similar trade background	D	
3.	Full UK driving licence	E	
4.	Appropriate qualification in the safe use of pesticides	D	
	Experience and Professional Development	**Essential/ Desirable (E/D)**	**How identified**
1.	Experience of working as part of a team	E	Application and Selection process
2.	Experience of working in a school environment or similar	D	
3.	Experience of selecting and appointing external contractors, ensuring good value for money	D	
4.	Experience of grounds maintenance work	D	
	Knowledge	**Essential/ Desirable (E/D)**	**How identified**
1.	Awareness and understanding of basic safety and security measures	E	Application and Selection process
2.	Knowledge of basic fire regulation requirements	D	
3.	Knowledge of Health & Safety procedures and precautions	D	

4.	Knowledge of moving and handling procedures	D	
Skills and Abilities		**Essential/ Desirable (E/D)**	**How identified**
1.	Ability to work with initiative and independence, but also as part of a team	E	Application and Selection process
2.	Ability to relate to people both in person and on the telephone	E	
3.	Ability to deal with day-to-day issues on own initiative, manage time effectively, multitask and complete tasks / projects on time	E	
4.	Ability to move heavy furniture	E	
5.	Ability to present a positive personal image, contributing to a welcoming school environment	E	
6.	Multi trade skills (including joinery and plumbing) and basic technical repair and maintenance skills in other areas	E	
7.	Good literacy skills	E	
8.	ICT skills	E	
9.	Ability to operate specialist grounds maintenance equipment	D	
Personal Attributes		**Essential/ Desirable (E/D)**	**How identified**
1.	A commitment to positive teamwork and collaboration to achieve results	E	Application and Selection process
2.	A commitment to continuing professional development	E	
3.	A high standard of professional appearance	E	
4.	Adaptability to changing circumstances and new ideas	E	
5.	A sense of humour and perspective	E	
6.	Excellent interpersonal skills, approachable to all members of the Trust	E	

7.	An appetite and stamina for challenging work	E	
8.	A solution-focused mindset and determined "no excuses" approach to raising standards	E	
9.	Commitment to upholding the schools' and the Trust's ethos, values, policies and procedures	E	
Equal Opportunities		**Essential/ Desirable (E/D)**	**How identified**
1.	Acceptance of, and a commitment to, the principles of the schools' and the Trust's equal opportunities policies and practices as they relate to employment issues and to the delivery of services to the students and community	E	Application and Selection process
2.	Commitment to equal opportunities policies relating to all protected characteristic in an educational context	E	
Safeguarding		**Essential/ Desirable (E/D)**	**How identified**
1.	Ability to form and maintain appropriate relationships and personal boundaries with children and young people	E	Selection process and completion of an Enhanced DBS check
2.	Has appropriate motivation to work with children and young people and can relate to them	E	
3.	Displays commitment to the protection and safeguarding of children and young people	E	
4.	Good knowledge and understanding of the importance of safeguarding students and the welfare of staff and the action to take to support this	E	
Personal Circumstances		**Essential/ Desirable (E/D)**	**How identified**
1.	Legally entitled to work in the UK	E	ID
2.	No contra-indicators in personal background or criminal record in showing unsuitability to work with children/young people/ vulnerable clients/ finance	E	Completion of Criminal Background declaration

			and Enhanced DBS check
3.	Willingness to complete a Pre-Employment Health Declaration if appointed	E	Pre-Employment Health Declaration
4.	Willingness to work additional hours, occasionally, if required for the successful operation of the Trust	D	

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GUIDANCE FOR COMPLETION OF THE ON-LINE APPLICATION FORM

Please complete the application form in full, giving as much information as possible and answering **all** questions before submitting the application.

REFERENCES

Please supply details of two referees, one of which must be your current or most recent employer. If you are currently working in a school setting then one of the referees must be the current Headteacher. Friends and family cannot be used as referees.

If you are not currently working with children, but have done so in the past, then an additional reference from that employer will be required.

Safer Recruitment procedures require that we contact at least one referee before interview.

EMPLOYMENT HISTORY

Please list previous appointments in sequence, current or most recent first. Please include your salary grade in the Position Title e.g.. Reception Teacher M4 + TLR2A. Please also include at the end of the Responsibilities section the reason why you left the post e.g. promotion, relocation etc. Please also list other work experience and the details and nature of the work/activity. If you were not in work at any time please give details of what you were doing e.g. Gap Year Jan 2011-Jan 2012, Unemployed July 2010–December 2010 etc.

EDUCATION HISTORY

Please ensure that you advise all your qualifications, in date order current or most recent first, including those obtained at school. Please advise the grade achieved with regard to degree qualification i.e. BA in History 2:i. Please list all A levels together in one box and in another box list all GCSEs together, along with the grades obtained.

OTHER COURSES OR PROFESSIONAL DEVELOPMENT

Please include any professional development that may be relevant including dates and grades obtained.

INFORMATION TO ADDRESS THE PERSON SPECIFICATION

Please use the sections provided to detail your Skills & Abilities, Knowledge and Experience as described in the Person Specification and relevant to the Job Description. You can use the Additional Information section to detail anything else that you feel is relevant to the role and why you feel you would be an ideal candidate for this post.

STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS

- As an organisation which is exempt from the Rehabilitation of Offenders Act and using the Disclosure & Barring Service to assess applicants' suitability for positions of trust, we comply fully with the DBS Code of Practice and undertake to treat all applicants for positions fairly. We do not discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.
- We are committed to the fair treatment of our staff, potential staff or users of our services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background
- We actively promote equality of opportunity for all with the right mix of talent, skills, and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications, and experience.
- All applicants who are offered employment in a school will be subject to an Enhanced Disclosure and Barring Service (DBS) check. This will include details of cautions, reprimands and warnings as well as spent and unspent convictions. An enhanced disclosure may also contain non-conviction information from local police records which a chief police officer thinks may be relevant. A statement advising that a Disclosure will be requested in the event of the individual being offered the position will be shown in all job adverts and recruitment packs.
- We can only ask an individual to provide details of convictions and cautions that we are legally entitled to know about. Applicants must therefore disclose all spent and unspent convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (as amended in 2013).
- We ensure that staff involved in recruitment have received appropriate guidance on the relevant legislation relating to the employment of ex-offenders (e.g. the Rehabilitation of Offenders Act 1974 and its amendments in 2013) and know how to access advice and support.
- You will have the opportunity for an open and measured discussion on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment or disciplinary action which could result in dismissal.

- We make every subject of a DBS check aware of the existence of the DBS Code of Practice and make a copy available on request.
- We undertake to ensure that any matter revealed in a Disclosure is discussed with the person seeking the position before withdrawing a conditional offer of employment.

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

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94-96 Pegholme, Wharfebank Mills, Ilkley Road, Otley, LS21 3JP