



Ashfield Primary School
COLLABORATIVE LEARNING TRUST



CLEANER

INFORMATION FOR APPLICANTS

NJC Grade A1 Scale Point 2

Actual Salary £5,816.89 Per Annum

10 Hours Per Week, Term Time Only Plus 10 Additional Days

Fixed term Until 31st August 2026, In The First Instance

Required ASAP



COLLABORATIVE
LEARNING TRUST

Working Together to Secure Success

CLEANER

Location: Ashfield Primary School

Contract: 10 Hours Per Week, Term Time Only Plus 10 Additional Days
Fixed Term Until 31st August 2026 In The First Instance

Closing Date: Monday 5th January 2026

Selection Day: Thursday 8th January 2026

CLEANER

Thank you for your enquiry regarding this post.

Please look on the school's website [here](#) for more information about the school and for relevant policies e.g. safeguarding and child protection

You will find in this booklet:

- Information about the post
- Information from the headteacher
- 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 school:

01943 463341

The closing date for applications is **Monday 5th January 2026**. Please note that it is our policy not to accept late applications. Shortlisting will commence immediately, and the selection day will take place on **Thursday 8th January 2026**.

Following the closing date, a recruitment panel will review the information provided on each application form and consider how well it matches the person specification. Shortlisted candidates will then be invited to take part in the selection activities and references will be requested. The interview day may include completing a task as well as a formal interview.

The school is 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

Ashfield are looking to appoint, for as soon as possible, an enthusiastic and self-motivated individual to join our school staff team as a cleaner. This is a fixed term role until 31st August 2026 in the first instance.

The successful candidate will be responsible for maintaining a high level of cleanliness throughout the school building. You must have the ability to work as part of a team, with attention to detail and the ability to use your own initiative.

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

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'

INFORMATION FROM DANIEL BEECH: HEADTEACHER, ASHFIELD PRIMARY SCHOOL

Dear Applicant,

Thank you for your interest in becoming our Cleaner. Ashfield Primary is a friendly, caring and inclusive school. Our experienced, enthusiastic and forward-thinking staff enjoy working as a team to support and challenge each other. We believe in working together to give every child the best possible start in their education and that they leave us for secondary school well prepared to be lifelong learners and to make positive contributions to our community.

Ashfield is situated in the small working town of Otley and therefore has easy access to the historic market town, the Chevin Forest Park and the River Wharfe for further learning opportunities. As well as having natural beauty on our doorstep, Ashfield has spacious grounds, useful for PE and playtime with wilder areas including a pond on site to explore in art, drama, science and geography.

We seek to develop our learners as people, not just academically and we have a strong focus on creating leadership opportunities for our children. Our older pupils contribute to school life within their roles as school counsellors, eco-committee, librarians, Mind Mate ambassadors, sports leaders and digital leaders.

Ashfield has a history of working in partnership with local schools and is part of a Family of Schools network which meets and works together throughout the year and we are also part of a multi academy trust – the Collaborative Learning Trust - founded on our existing strong school relationships in Yorkshire.

If you would like to learn more about life at Ashfield please explore our website:
<https://www.ashfieldprimary.co.uk/>

Good Luck,
Daniel Beech

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: CLEANER

Name:	
Job Title:	Cleaner
Salary Grade:	NJC Grade A1 Scale Point 2 Actual Salary £5,816.89 Per Annum
Contract Type:	10 Hours Per Week, Term Time Only Plus 10 Additional Days Monday To Friday 15.15 – 17.15 Per Day Fixed Term Until 31st August 2026 In The First Instance.
Responsible to:	Headteacher

PURPOSE OF THE JOB

To be responsible for maintaining a high level of cleanliness throughout the school building.

MAIN DUTIES

1. To handle and use cleaning materials in accordance with recommended procedures.
2. To use mechanical cleaning equipment where necessary.
3. To clean all areas within the school building.
4. To provide high level cleaning, using appropriate equipment.
5. Undertake special cleaning programmes during school closure or other designated periods in compliance with the specification for the premises
6. Washing of walls, windows, glass.
7. Collect and dispose of waste in appropriate manner. Clean and maintain waste bins.
8. Working to the school's operational specifications and quality assurance work schedules.
9. Be able to work as part of a team and act on instructions from senior staff.
10. To wear appropriate protective clothing including rubber gloves.
11. To undertake any other duties that are commensurate with the post.
12. To look out for any unidentified visitors approaching the school and follow the school's procedures for approaching/reporting individuals.
13. 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.

- 14.To be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.
- 15.To contribute to the overall ethos/work/aims of the school.
- 16.To appreciate and support the role of other professionals.
- 17.To attend and participate in relevant meetings as required.
- 18.To participate in training and other learning activities and performance development as required.

To undertake any other reasonable duties as commensurate with the post as determined by the head of school.

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 2025, 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 – CLEANER

Title of Post		CLEANER	
Specification Prepared By		HR Assistant	
Date		Nov 2025	
Qualifications		Essential/ Desirable (E/D)	How Identified
1.	GCSE English and Maths at Grade A- C or equivalent e.g. Adult Literacy/Numeracy at Level 2	D	Application and Selection process
Experience and Professional Development		Essential/ Desirable (E/D)	How Identified
1.	Experience of working and cleaning large premises	E	Application and selection process
2.	Experience of using mechanical cleaning equipment	E	
3.	Experience of working in a primary school	D	
Knowledge		Essential/ Desirable (E/D)	How Identified
1.	Knowledge of toxic materials used in the process of general cleaning	E	Application and Selection process
Skills and Abilities		Essential/ Desirable (E/D)	How Identified
1.	To be able to use a variety of cleaning equipment	E	Application and Selection process
2.	Ability to operate mechanised cleaning equipment	E	
3.	Ability to build effective working relationships with colleagues and work constructively as part of a team	E	

4.	Ability to use own initiative and take action accordingly	E	
5.	Demonstrate good co-operative, interpersonal and effective listening skills.	E	
6.	Ability to follow instructions from senior team members	E	
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.	Professional demeanour and appearance with the ability to maintain confidentiality	E	
4.	Boundless enthusiasm, determination and drive to inspire others to achieve high standards	E	
5.	A personable nature to build effective relationships with pupils, parents and members of the school community	E	
6.	A lively, creative and good-humoured approach to all aspects of teaching, management and leadership	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 and Enhanced DBS and criminal background check
2.	No contra-indicators in personal background or criminal record in showing unsuitability to work with children/young people/ vulnerable clients/ finance	E	
3.	Willingness to complete a Pre-Employment Health Declaration if appointed	E	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 2:1. 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.



Ashfield Primary School

COLLABORATIVE LEARNING TRUST



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www.ashfieldprimary.co.uk
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LS21 2DF



A PROUD PART OF

**COLLABORATIVE
LEARNING TRUST**

Working Together to Secure Success