



RECRUITMENT PACK

IBSTOCK SCHOOL

Cleaner

12.5 hours per week (5.30 – 8.00 am Monday to Friday)
Term-time plus 50 hours to be worked during school closures (0.3114 fte.)

Grade 4, Pay Point 6
£22,932 full time annual salary.
Actual salary: £7,141

Permanent

Required ASAP



inspiration **i**nnovation **i**ntegrity

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£22,932 full time annual salary.

Actual salary: £7,141

Permanent
Commencing as soon as possible

We are looking to recruit a hardworking, dependable and flexible cleaner to join our small and friendly team. You will ensure that high levels of cleanliness are maintained at all times so that our school is a comfortable, clean, safe and well-maintained environment for all users.

It is important that you are able to comply with all relevant health & safety policies and procedures and can work effectively with minimal supervision. Duties will include sweeping, dusting and mopping.

Ibstock School has over 700 students on roll and is at the heart of the local community, serving families in Ibstock and the surrounding villages of North-West Leicestershire.

LiFE Multi Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

All offers of employment will be subject to a DBS check and an online search.

Deadline for applications: 12.00 noon on Monday 16 September 2024

Interviews: date to be confirmed

For all enquiries, please contact us on 01530 260705 or email

jobs@ibstockschool.co.uk.

To apply, please visit our website <http://www.ibstockschool.co.uk/content/vacancies.php>, or contact the school for an application form.

September 2024

Dear applicant

CLEANER

Thank you for your interest in the above post at Ibstock School. Due to our continued growth we are looking to recruit a cleaner to join our small and friendly team.

Context

With over 700 students on roll, the school is at the heart of the local community, serving families in Ibstock and the surrounding villages of North-West Leicestershire. Having joined LiFE Multi Academy Trust in July 2021, we are now at an exciting stage in our development, having just completed the process of age-range change to become an 11-16 school and receiving our first set of GCSE results.

About the role and you

As a cleaner, duties will include sweeping, dusting and mopping using appropriate cleaning materials and equipment. The school prides itself on providing a clean and safe environment for all. We are therefore looking for hardworking, reliable, flexible and team-minded people who can ensure that the highest levels of cleanliness are maintained at all times in order that the school is a comfortable, clean, safe and well-maintained environment for all users. It is important that you are able to comply with all relevant health & safety policies and procedures and can work effectively with minimal supervision. Training will be provided where necessary.

The vacancy is for 12.5 hours per week, working from 5.30 – 8.00 am Monday to Friday term-time only, plus an additional 50 hours to be worked during school closures.

How to apply

We encourage you to visit our website for more detailed information about the school and further information about the vacancy. Informal enquiries are welcomed by emailing jobs@ibstockschool.co.uk or by calling 01530 260705. An application form can be sent to interested candidates on request, either by post, or email.

Please send a letter, maximum 2 sides A4, for the attention of Debbie Murrell, Cleaning Supervisor, which specifically addresses the requirements of this post, together with your application form. To comply with Safer Recruitment guidelines, please do not send a CV as we do not accept them.

Completed application forms should be emailed to jobs@ibstockschool.co.uk, or returned directly to the school and should be received by **12 noon on Monday 16 September 2024**. We hope to interview shortly afterwards.

The application process

Safeguarding

We are committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to behave in such a way that supports this commitment. Appointment to this post will be subject to satisfactory pre-employment checks, including an online check.

Data Protection

Should you be unsuccessful with your application, the school will confidentially destroy your application form after six months of its submission. If you are successful in your application, this information will be kept securely as part of your personal employment record.

References

Applicants must provide the details of two referees. One reference should be from your current employer or if unemployed, your last employer. Where possible, references should be from separate sources and not from the same organisation or employer. All referees should have known you for at least one year or more and cannot be from a spouse, partner, friend or relation or from someone with whom you live. The school will contact referees for verification. Please ensure that you have permission to provide their details on the application form and note that references will be sought prior to interview for all shortlisted candidates.

Equal Opportunities

We are determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justified.

We look forward to receiving your application. Thank you in advance for your interest in working with us and for the effort that you have made with your application. If you wish to discuss or clarify anything arising from the information attached, please do not hesitate to contact us.

Yours sincerely

Nicola Koncarevic

Executive Headteacher
Ibstock School

JOB DESCRIPTION

Cleaner

Salary range: Grade 4

Line manager: Cleaning supervisor

Core purpose

To develop everyone's potential academically, socially, morally, spiritually and emotionally in a stimulating and challenging environment in order to educate students who can think independently, behave responsibly and continue to learn successfully.

To support the development of the school through effective teamwork at all levels and through wholehearted and effective support of the school's key principles: to achieve excellence in learning, to create a sustainable learning community, to ensure integrity and innovation in what we do, to promote respect for all, and to promote opportunities for all.

Job purpose

To ensure that a high level of cleanliness is maintained throughout the school on a daily basis so that it is a comfortable, clean, safe and well maintained environment in which to work or otherwise use the school facilities.

Main duties and responsibilities

- To carry out cleaning duties as required including sweeping, dusting, wall washing, toilet cleaning, mopping and use of vacuum cleaners
- To move furniture and other items of equipment as necessary to allow for the effective performance of cleaning duties
- To use electrical and mechanical equipment, floor polishers etc. when necessary and after appropriate training
- To use stepladders when necessary and with due regard to the health and safety of themselves or others
- To use approved cleaning materials in accordance with manufacturers' printed instructions and COSHH regulations. (Chemicals should NEVER be mixed with other chemicals and all decanted chemicals must be clearly labelled)
- To be responsible for the care of all cleaning equipment and materials assigned to them
- Where practicable to ensure windows and doors are closed and locked when leaving rooms

- To report any defects seen which are likely to affect security/safety i.e. broken windows, window catches etc. to premises staff
- To be aware of their responsibilities for the health and safety of themselves and others
- To wear any protective clothing provided. In addition, shoes which are suitable for the work being carried out must be worn (e.g. slippers and flip flops are not acceptable as they may create a health and safety risk.)
- To carry out any other tasks and duties as required by the cleaning supervisor appropriate to the grading of the post
- To be prepared to undertake professional development and training

As a member of their team and of the school staff:

- To contribute to the overall priorities of the school, in particular to improve outcomes for students.
- To ensure that all young people are safeguarded from harm.
- To support the development of an effective team ethos that fosters personal, team and whole school development, including participating in formal and informal coaching and mentoring with colleagues.
- To work effectively with other school staff, with partner primary, secondary and special schools and with outside agencies.
- To monitor, evaluate, review and report on her/his own work and appropriate aspects of the team.
- To work at all times in accordance with school priorities and principles and the relevant statutory and regulatory requirements.

To undertake any other responsibility reasonably requested by the principal.

Considerations

- a. The nature of the work may involve the post holder carrying out work outside of normal working hours.
- b. The post holder may be required to attend, from time to time, training courses, conferences, seminars or other meetings as required by his/her own training needs and the needs of the service.
- c. This post is subject to a check being carried out at an enhanced level by the Disclosure and Barring Service (DBS) regarding any previous criminal record.
- d. This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed.

PERSON SPECIFICATION

Cleaner

QUALIFICATIONS AND EXPERIENCE	
Essential	Desirable
<ul style="list-style-type: none"> – Good general level of education 	<ul style="list-style-type: none"> – Experience of cleaning in a commercial/school environment.
KNOWLEDGE AND SKILLS	
Essential	Desirable
<ul style="list-style-type: none"> – Ability to undertake cleaning and general housekeeping to the highest standard – Good knowledge of cleaning techniques, materials and chemicals – Ability to follow cleaning schedules – Understanding of general health and safety requirements 	<ul style="list-style-type: none"> – Knowledge of COSHH regulations. – Understanding of legislation, policy and good working practices relating to the role of the cleaner
PERSONAL ATTRIBUTES	
Essential	Desirable
<ul style="list-style-type: none"> – Able to operate effectively as a member of a team with minimum supervision – Good time management and organisational skills – Flexible with a 'can-do' approach – Able to meet deadlines and prioritise situations as they arise – Able to remain calm under pressure – Self-motivated – Loyal and dependable – Excellent record of health and attendance 	

Vision, Values and Ethos

LiFE Multi Academy Trust

Bringing Learning to LiFE

Vision:

We have a compelling desire to provide high quality, personalised and rounded education for everyone, right in the heart of our local community. We believe that no school can be deemed successful unless all those around it are also successful, popular and flourishing. Hence, we believe that dynamic, mutually accountable collaboration and challenge between local schools as members of the LiFE MAT is the cornerstone of our future success.

Each of our schools needs to be seen as a leader of, and vital to, its local community; each school is regarded as fundamental to the identity of its surrounding community. In this capacity we will relentlessly promote the values of inclusion and the celebration of diversity, alongside personal responsibility and respect.

Values:

- Ensuring that every student achieves positive, life changing outcomes
- Providing a whole education: academic excellence co-existing with an exceptional commitment to activity beyond the school gate
- **The relentless pursuit of excellence by;** expecting this of every person, every day; recognising and celebrating behaviours that lead to great progress and promoting and celebrating elite performance inside school and in the wider world
- Valuing and promoting the celebration and understanding of diversity and qualities of our staff and students
- Ensuring that all students and staff feel known, appreciated and supported
- Committing whole-heartedly to collaboration within, between and beyond our academies
- Ensuring our curricula are agents for the promotion of our values

Our Trust consists of

The LiFE Multi Academy Trust currently consists of 10 Schools. Our lead school is Bosworth Academy with the other schools in the Trust being Ashby School, Braunstone Frith Academy, Countesthorpe Academy, Desford Community Primary School, Dovebank Primary School, Kingsway Primary School, Ibstock Community College, Ivanhoe School and the The Winstanley School.

Our offer for all staff joining the LiFE Multi-Academy Trust and our schools

Professional Capital: *'we believe in getting the right people, getting them to work together and getting them to stay'*

STRATEGY	DESCRIPTION
Putting Your Trust in Our Trust	We believe in your development. Everything we do is about creating a team of committed professionals who share our ambition for young people. If you believe in this too, we are committed to providing an exciting, enjoyable and rewarding working environment.
Coaching	Coaching is integral to our success. We support colleagues through coaching; enabling deep reflection, which has allowed us to build a bold, creative and aspirational culture, where collaboration with peers and new approaches to practice are encouraged.
Personal Improvement Plan versus Performance Management	Instead of the usual performance management, we encourage our staff to identify aspirational targets through our 'Personal Improvement Plan' (PIP) process. With your coach, you will look to make significant progress in a critical area of your practice; we believe in valuing the process of improvement not pass or fail numerical targets.
Health and Wellbeing Strategies	<p>Having happy and healthy staff is key to a successful organisation. The Trust is committed to:</p> <ul style="list-style-type: none"> providing employees with a safe, healthy and supportive environment in which to work recognising that the health and wellbeing of our employees is important providing a supportive workplace culture where individuals healthy lifestyle choices are valued and encouraged <p>We are committed to supporting colleagues to overcome the stigma and discrimination of mental health issues within the work place. To show our commitment to this we have publicly signed up to 'Mindful Employer' and the 'Charter for Employers who are Positive about Mental Health'.</p> <p>We believe it is important that we are role models to our students of how to be a healthy adult. We actively promote the importance of a work life balance, offering support to staff on managing stress and workload, as well as a physical activity programme. Access to coaching, counselling and supervision is also available to all staff.</p>
Equality and Equal Opportunities	Our Trust and its schools are committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust seeks to reduce disadvantages,

	discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and our wider communities we serve.
Presumed Professionalism	We have a 'Presumed Professionalism' ethos across the Trust. Our staff are professional educators and we recognise the need to support staff to enable a healthy work life balance to allow maximum impact whilst working with our young people and each other. We achieve this by allowing staff to sign out during their free periods, as long as professional duties are not affected. See our policy for further details.
Development of Professional Capital and Excellence	<p>As a Trust we always look to invest in our staff and pride ourselves on our 'home grown talent'. We pride ourselves on this and believe this has the biggest impact on how our staff understand their communities and make a difference to the lives of our young people.</p> <p>Quite simply, our aim is to employ people who match our ethos and values and enable them to truly collaborate with colleagues across the Trust so that they are satisfied professionally. We provide outstanding training pathways which draw on excellence both within and outside of our Trust to enable you to build your professional capital.</p> <p>Examples of the many opportunities we encourage staff to take up externally include:</p> <p>The National Professional Qualification for Senior Leadership (NPQSL)</p> <p>The National Professional Qualification for Headship (NPQH)</p> <p>The National Professional Qualification for Middle Leadership (NPQML)</p> <p>The Outstanding Teacher Programme (OTP)</p> <p>Initial Teacher Training (ITT)</p> <p>Pathways are available at apprenticeship level, NQT, aspiring middle leader, Lead Practitioner and aspiring senior leader level. Some of these courses are led by staff within the Trust and others are externally accredited. In addition, the Trust provides the opportunity of becoming an associate SLT member, enabling middle leaders to gain insight and experience of leadership at the highest level within a school.</p> <p>Support staff have their own Personal Improvement Plan that they use as a tool to create a bespoke professional development plan. All support staff also receive Coaching and training opportunities, in order to help them feel empowered and in charge of their own development.</p> <p>Across the Trust we pride ourselves on equal opportunities for all staff, irrespective of background, gender, disability, religion, sexual orientation or age.</p>
Great Access to Progression and	Further evidence of our investment in 'home grown talent' is that 86% of our TLR holders have been internal appointments. We have clear professional

Leadership Responsibility	progression pathways within the CPD offered throughout the year at all levels within the Trust.
Collaboration Across all Schools	We are developing relationships across our Trust to enable collaboration to support learning and teaching outcomes. In addition, we are able to offer a joint CPD programme to draw upon expertise across the Trust. Staff work and meet regularly in teams across schools in the Trust and we hold an annual Strategic Planning Day, where each member of the Trust work together.
Sabbatical and Flexible Working Policies	We have developed a unique sabbatical policy to support staff to develop their interests. For some, this has been to develop professionally, whilst others have taken this time to experience travel with their family. See our policy for further details. Flexible working arrangements are also promoted across the Trust where possible, to enable our staff to manage their work life and family commitments.
Strong Induction Process	It is important to us that every member of staff has the right start to working in our Trust. The importance of a good induction is invaluable for new starters irrespective of previous experience. To support this, we have a New Staff Induction Day before the start of term, which enables colleagues to get a real understanding of what the school is about and what it means to be part of the Trust. This day also prepares new staff for our training (conference) days at the beginning of the Autumn term. In addition to this ALL staff are invited to visit a series of lessons across the school year.
ECT Support	Where possible we try to ensure that ECTs have reduced teaching loads to allow them more opportunities for CPD throughout the school week. This also allows for peer to peer observations and additional coaching to take place to develop their practice.
3D Networks	3D Networks are an opportunity for faculties to share good practice and new ideas with colleagues across the school, based on our unique 3D Learning and Teaching model.
Attendance of Staff	Our staff are committed to their roles and ensure that students are supported to maximise their outcomes. Levels of attendance are exceptionally high across all staff and well above national averages in the education sector and beyond.

We are always looking for highly quality teachers and support staff who buy into our values across the LiFE Multi Academy Trust and our school