



NPCAT
FORMING LIVES READY
TO FACE THE FUTURE

APPLICANT PACK

Cleaner

St Francis Xavier Secondary School

Richmond



Letter to Applicants

Dear applicant,

We are delighted you have shown an interest in the role of Cleaner. Although we are a Catholic Trust we welcome both staff (and pupils) from all faiths to join our family of schools.

Within this application pack you will find:

- a) Information on how to access the online application form and additional forms related to this (these can be completed electronically and emailed)
- b) Job Description and Person Specification
- c) Further information about our Trust including our Benefits and Wellbeing package.

Applicants should return their completed application forms to recruitment@sfx.npcat.org.uk by the **closing date, Monday 20th April 2026, 9am**. Any gaps in previous employment must be explained.

Should you wish to have an informal discussion about the role, please do not hesitate to contact Jane White, Trust Business Manager at recruitment@sfx.npcat.org.uk or ring the school on 01748 823414.

As mentioned in the advertisement, a DBS disclosure is required for this post. It is important to note that:

Nicholas Postgate Catholic Academy Trust is committed to safeguarding and promoting the welfare of children.

We would like to take this opportunity to thank you for your interest in this vacancy and wish you well with your application.

Job Advert

| | |
|-----------------------|---|
| Required: | As soon as possible |
| Salary: | £24,796 pro rata (actual salary £8,685) |
| Hours: | 15 per week, Term Time Only plus 1 week (for a deep clean) |
| Contract Type: | Permanent |
| Location: | St Francis Xavier Secondary School, Darlington Road, Richmond, DL10 7DA |

We are seeking to recruit an enthusiastic, high quality, candidate to fill our current vacancy for a cleaner to join our team.

St Francis Xavier Secondary School is part of Nicholas Postgate Catholic Academy Trust, a family of 32 primary schools, and 6 secondary schools. With 12,300 pupils and 1,500 staff, the Trust is now one of the largest Catholic Multi Academy Trust in the UK.

St Francis Xavier School is a joint Roman Catholic / Church of England 11-16 Mixed Comprehensive, part of the Nicholas Postgate Catholic Academy Trust, serving the picturesque market town of Richmond and the surrounding rural area. We have an excellent reputation in the local community and are consistently oversubscribed.

You will have a friendly and professional manner to interact and communicate with students, staff and members of the public.

If you wish to visit the school or have an informal discussion with the Trust Business Manager, please email to book an appointment at - recruitment@sfx.npcat.org.uk or ring the school on 01748 823414.

Closing date: Monday 20th April 2026, 9am
Interviews: To Be Confirmed

Please refer to the back cover of the application pack for details of how to apply for this position.

Nicholas Postgate Catholic Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check along with other relevant employment checks. The successful candidate will be required to sign a Catholic Education Service contract.

Job Description

The Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment.

Post title: Cleaner

Grade: A SCP 3

Main Duties & Responsibilities

Under the direct instruction of the Line Manager and working to set procedures and guidelines, to ensure that designated areas of the school are kept clean, hygienic and safe to create a suitable environment for staff and pupils.

You are also required to demonstrate a commitment to safeguarding and promoting the welfare of children and young people, staff and volunteers.

Responsibilities

- Wiping down surfaces to the required standards
- Vacuuming carpeted areas to the required standards
- Dusting surfaces to the required standards
- Sweeping hard surfaces to the required standards
- Emptying bins to the required standards
- Cleaning toilets, basins and sinks to the required standards
- Mop and bucket floor areas, and buff floors
- Use of step ladders to clean up to a height of 11 feet

Materials/Supplies

- Notify supervisor where stocks are low
- Ensure correct materials are used, awareness of COSHH as it applies to schools

Health and Safety

- Follow agreed risk assessment when moving furniture etc to clean
- Ensuring cleaning materials are safely stored, and are not accessible to children
- Ensuring that cleaning materials are kept in safe and appropriate containers (i.e. clearly labelled)

- Alerting appropriate staff of potential Health & Safety risks encountered during duties (e.g. trailing wires, worn carpet etc.)

Other

- Participate in training and other learning activities as required
- Show a duty of care and take appropriate action to comply with Health & Safety requirements at all times
- Demonstrate and promote commitment to Equal Opportunities and to the elimination of behaviour and practices that could be discriminatory

Safeguarding, Equality & Diversity and Health & Safety

- To safeguard and promote the welfare of children for whom you have responsibility or come into contact with, to include adhering to all specified procedures.
- To carry out your duties with full regard to the NPCAT's Equality Policy and objectives.
- To comply with Health and Safety policies, organisation statements and procedures, report any incidents/accidents/hazards and take a proactive approach to health and safety matters in order to protect both yourself and others.

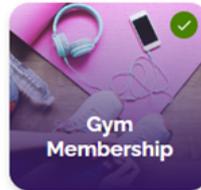
These duties are neither exclusive nor exhaustive, and the post holder will be required to undertake other duties and responsibilities, which the Headteacher/Line Manager may determine

PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL ACADEMY TRUST POLICIES. THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO FULL ENHANCED DISCLOSURE CHECKS AND THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE

Person Specification

| Stage | | Essential | | Desirable |
|---------------------------------|----|--|----|---|
| Qualifications | | | D1 | Good standard of Education |
| Experience and Knowledge | | | D2 | Experience and understanding of cleaning duties |
| | | | D3 | Experience in the use of various cleaning machinery and chemicals |
| Skills | E1 | Work effectively as part of a team and individually | | |
| Special Requirements | E2 | An understanding of safeguarding and child protection requirements | | |
| | E3 | An understanding of the Christian ethos of the school | | |

Why work for us



NPCAT recognises the importance of staff welfare and a managed workload and this is reflected in the way we treat our people.

As a responsible and caring employer, we appreciate and value each of our staff. Their holistic health and wellbeing are vital to enabling all of us to maintain the optimum work-life balance.

We see exceptional staff welfare as an essential element towards enabling us to develop a rich, nurturing climate for learning across all our schools.

We offer a broad package of emotional and practical support to our staff.

We are clear about our expectations of employees and offer a positive, transparent and supportive working culture in return.

We offer:

- Competitive pay
- Defined benefit pensions
- Annual pay progression and recognition of additional responsibilities
- Annual cost of living adjustment
- On-site parking at our school premises
- Support with parking and subsistence costs where appropriate.

Additional benefits include access to:

- Vivup - Lifestyle savings - store discounts
- Vivup - Discounted gym membership
- Vivup - Cycle scheme
- Full wellbeing package

NPCAT is committed to equality of opportunity and will not tolerate any harassment, intimidation, discrimination or victimisation.



How to Apply

Application form and further information is available from:

npcat.org.uk/current-vacancies

Applicants should complete and return a **Support Staff Application Form & Recruitment Monitoring Form** to:

recruitment@sfx.npcat.org.uk

Should you be shortlisted for an interview, you will be required to complete a Rehabilitation of Offenders Disclosure Form.

Job Description: This informs you of the main responsibilities for the post and explains what we are looking for. It informs you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

Person Specification: This specification sets out which criteria will be used to shortlist candidates for interview.

If you require any additional information about this post, please contact Jane White, Trust Business Manager at recruitment@sfx.npcat.org.uk or ring the school on 01748 823414.

Thank you for your interest in NPCAT. We look forward to receiving your application.

Please note that if you do not hear from us within 2 weeks from the closing date you are to assume your application has been unsuccessful on this occasion.

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