

Attributes	Essential	Desirable	How Identified
Relevant Experience	<ul style="list-style-type: none"> • Previous experience as a cleaner in a similar environment (e.g., school, healthcare, or public buildings). • Supervisory or team leadership experience in a cleaning or facilities role. 	<ul style="list-style-type: none"> • Experience in managing cleaning staff. • Experience working in an educational environment. 	Application and Interview
Education and Training	<ul style="list-style-type: none"> • Good standard of literacy and numeracy, equivalent to GCSE grade C/Level 4. 	<ul style="list-style-type: none"> • First Aid training. • COSHH (Control of Substances Hazardous to Health) training. 	Application
Special Knowledge and Skills	<ul style="list-style-type: none"> • Knowledge of cleaning standards and health and safety procedures. • Ability to supervise, motivate, and support a team. • Excellent organisational and time management skills. • Ability to identify and resolve problems independently. • Good communication and interpersonal skills. • Ability to ensure compliance with safeguarding and safety standards. 	<ul style="list-style-type: none"> • Basic IT skills for reporting and administration. • Knowledge of stock control and ordering supplies. 	Application and Interview
Leadership and Management	<ul style="list-style-type: none"> • Strong leadership qualities, able to delegate tasks effectively. • Ability to provide training and guidance to cleaning staff. 	<ul style="list-style-type: none"> • Experience in performance management and conducting appraisals. 	Interview
Personal Attributes	<ul style="list-style-type: none"> • Proactive and enthusiastic attitude. • Reliable, flexible, and able to work under pressure. • High standards of personal conduct and professionalism. 	<ul style="list-style-type: none"> • Willingness to undertake further training or development. 	Interview
Commitment to Safeguarding	<ul style="list-style-type: none"> • Demonstrates an understanding and commitment to safeguarding and child protection. • Ensures a clean and safe environment for pupils and staff. 	<ul style="list-style-type: none"> • Experience working with vulnerable groups or children. 	Application and Interview
Additional Factors	<ul style="list-style-type: none"> • Demonstrates a commitment to equal opportunities and diversity. • Ability to respond to emergency cleaning situations. 		Application and Interview

Summary:

- Essential Attributes focus on supervisory experience, knowledge of cleaning standards, strong communication and leadership skills, as well as a commitment to health and safety.
- Desirable Attributes include specific training certifications, experience in a school setting, and the ability to manage administrative tasks such as stock control and reporting.