



GLOUCESTER  
ACADEMY



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ACADEMY**



Proud to be part of the

**GREENSHAW**  
LEARNING TRUST

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**RECRUITMENT PACK**

Gloucester Academy  
Painswick Road,  
Gloucester,  
GL4 6RN



Telephone: 01452 428800

Email: [info@gloucesteracademy.co.uk](mailto:info@gloucesteracademy.co.uk)

Dear candidate

Thank you for your interest in the role of Hub Site Manager at Gloucester Academy. We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

Gloucester Academy ensures that students and staff can develop and learn in a disruption free environment with exceptional standards. Our school is dedicated to the achievement of all and as such we provide exceptional training and education not only for our students but also for our staff whom we value equally.

Gloucester Academy has an exceptional track record of improvement with results last year making us the 11th most improved school in the country. In our latest Ofsted inspection Gloucester Academy achieved Outstanding in Personal Development and Good in every other category putting it above the vast majority of schools in the area. Our Ofsted result is a testament to the dedication of all staff in the school, the students and the support of the community. Gloucester Academy is an exceptional and incredibly successful school and is looking for like minded individuals who are committed to making a difference.

We are based in central Gloucester which in itself is in a beautiful area of the country and provides access to the Cotswolds whilst maintaining close proximity to Bristol and Cheltenham. The area we serve is diverse, and therefore our catchment and students offer a range of expectations and exciting challenges. At Gloucester Academy we make a real difference to the lives of all we serve.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently comprise thirty seven schools: eleven in South London, seven in Berkshire, one in Surrey, fifteen in Gloucestershire and South Gloucestershire, and three in Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our [‘Why you should work for GLT’](#) recruitment brochure on our jobs portal.

Gloucester Academy is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Manager, Christine Osment: [cosment@gloucesteracademy.co.uk](mailto:cosment@gloucesteracademy.co.uk). We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

Phillipa Lewis, Headteacher

## **ABOUT OUR SCHOOL**

At Gloucester Academy, we have built our ethos on a strong set of core values which underpin everything that we do. Our aim is to give students at Gloucester Academy a better chance of success than if they attended any other school in the country.

Ambition, excellence and pride run through all aspects of school life.

### **Ambition**

We have a strong desire and determination to achieve success. We believe there are no limits to what can be achieved. We do what it takes for as long as it takes. In other words, we go for it every day!

### **Excellence**

We strive for greatness in everything we set our minds to. We endeavour to do our very best and excel in all aspects of school life.

### **Pride**

We are 'fiercely' proud of ourselves, our school, our community and our Trust. We hold our heads high and feel a sense of togetherness and joy in our school.

## **GREENSHAW LEARNING TRUST EMPLOYEE BENEFITS**

The GLT recognises that our employees are our most important asset, and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- A supportive ethos and concern for the well-being of all colleagues
- Excellent CPD opportunities and career progression
- Employer contributions to Local Government (LGPS) or Teachers Pension Scheme
- Access to Blue Light Card Scheme
- Access to Teacher Art Pass Scheme (teaching staff only)
- Cycle to Work scheme
- Gym membership scheme
- Employee Assistance Programme
- Free eye tests
- My Health discounts

# TERMS AND CONDITIONS

## SALARY

Salary calculated in line with NJC Scale Point 26-30, £37,280-£40,777

## HOURS OF WORK

Hours of work are Monday to Friday, 36 hours per week. This is a permanent position and an all year round role. Working hours to be confirmed. You will be entitled to a 45 minute unpaid lunch break.

## PLACE OF WORK

Based in Gloucester Academy, Painswick Road, Gloucester, GL4 6RN, however, you will be required to work or travel to other schools within the service hub.

## PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Local Government Pension Scheme (LGPS) or a Personal Pension Scheme. Details of the Local Government Pension Scheme are available at:

<https://www.lgpsmember.org>

## HOLIDAY ENTITLEMENT

The annual holiday entitlement is 26 days plus 2 extra-statutory days

## PROBATION PERIOD

New employees are required to complete a six-month probationary period.

## STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

## JOB DESCRIPTION

<b>Post:</b>	Hub Site manager
<b>Responsible to:</b>	Regional Estates Manager
<b>Responsible for:</b>	Site Assistants

### ROLE OVERVIEW

To be responsible for the management of multiple school sites within the hub, overseeing external contractors working on site and ensuring premises compliance, and health and safety. To line manage associated site staff including staff deployment, allocation, monitoring of work and performance review.

### MAIN DUTIES AND RESPONSIBILITIES

#### KEY ACCOUNTABILITIES:

- Ensure that a keyholder is appointed for each school with responsibility for security of the premises. To include the opening up and locking of premises' including extended school provision, lettings and emergency call outs, identifying and training suitable additional keyholders to cover periods of absence.
- Be the primary contact for all school estates projects within the hub, under the direction of Regional Estates Manager and Capital Project Managers.
- Follow GLT financial processes, including monitoring the delegated estates budget, and ensuring best value.
- To manage a range of re-decoration and maintenance work, as agreed with the Regional Estates Manager to ensure a high standard of repair and decoration throughout the schools, following GLT Safe System of Working protocols.
- Manage the site teams in undertaking activities to maintain safe and clean external environments e.g. gritting, litter picks, waste collection and removal, graffiti removal, safe access routes and keeping drains free from obstruction.
- To be responsible for ensuring Health and safety and compliance checks are undertaken across the hub, including: Fire, Asbestos, Legionella, vehicles, and to keep accurate online records and paperwork relating to statutory compliance, building, plant, and equipment servicing and maintenance.
- To use the online helpdesk system to record and respond to job requests, plan works, and effectively direct work across the sites within the hub.
- To arrange for maintenance work to be carried out by suitably qualified contractors, obtaining quotations, completing necessary paperwork, monitoring the safety of their working practices using the GLT Safe System of Working protocols, carrying out site inductions, reporting where possible on the quality of their work and follow up any apparent failures or further work required.
- To oversee the efficient operation of the premises programmed systems, ensuring that all plant and equipment operates at maximum efficiency and economy, and regularly inspect plant and

equipment to ensure that it is clean and in a safe working order, reporting any deficiencies as appropriate.

- To be responsible for receipt of deliveries of goods and equipment and distributing as appropriate. To include maintaining appropriate records as required and appropriate levels of cleaning/sundries and repairs and maintenance materials.
- Manage the cleaning and site staff, or where appropriate the monitoring of cleaning contractors.
- Monitoring cleaning standards, ensuring corrective action as required and supporting during periods of absence, or where additional cleaning is required.
- To undertake general portering duties to include the setting out and putting away furniture as necessary.
- Be aware of all out of hours activities at the schools within the hub, and arrange deployment of staff to ensure the opening, closing, heating, and availability of equipment as necessary.

### **HEALTH AND SAFETY RESPONSIBILITIES:**

- To be responsible for the health and safety of all premises related activities at schools across the hub.
- Review and update site specific risk assessments, and maintain the risk registers.
- Support the H&S Leads with any investigations that require actions or recommendations relating to the site.
- Support the H&S Leads and Headteachers in coordinating emergency evacuations or drills.
- Undertake H&S and other relevant training as required.
- All users are to be trained in the safe use of tools and equipment, and have received role specific H&S Training.

### **ADDITIONAL DUTIES AND RESPONSIBILITIES:**

- 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
- Contribute to the overall ethos/work/aims of the school and trust
- Appreciate and support the role of other professionals
- Attend relevant meetings as required
- Participate in training and other learning activities and performance development as required
- Present a positive personal image, contributing to a welcoming school environment which supports equal opportunities for all
- Provide a high level of customer service to all stakeholders
- Promote and ensure the health and safety of pupils, staff and visitors (in accordance with appropriate health & safety legislation) at all times

#### **Decision Making:**

- Managing work in liaison with the Regional Estates Manager to meet business needs
- Deployment of a range of staff across sites within the hub
- React to unforeseen emergency situations, taking appropriate actions

#### **Contacts and Relationships:**

Although the post-holder reports to the Regional Estates Manager, the day to day operation of the schools comes under the direction of the Headteacher or his/her deputy.

- The post-holder will be required to oversee cleaning standards

- The post-holder will be required to supervise contractors where appropriate.
- The post-holder is responsible for arranging for suitable keyholders to be contactable outside normal working hours. He/she will be expected to respond appropriately in the event of emergencies arising.
- The postholder will be required to communicate courteously, considerately and effectively with;
  - All GLT employees
  - Families, Students and the wider school community
  - GLT Shared Services teams
  - Senior Management, Governors and Trustees
  - Contractors and visitors

### **Physical Effort:**

At certain points of the day the post-holder will be expected to undertake bending, lifting and stretching in the course of their duties e.g. maintenance work, painting and decorating, repairs to fixings, receiving deliveries of goods and equipment, setting out and putting away furniture. Due to the nature of the Hub Site Manager role there will be an expectation that the post-holder will be exposed to dirt and dust which on occasions, during periods of adverse weather conditions, may be higher than normal.

### **OTHER DUTIES**

Cleaning and maintenance duties may involve dealing with blocked drains and toilets, including clearance of vomit or excrement; also use of toxic chemicals.

Protective clothing will be provided and must be worn while undertaking relevant duties. Use of power tools for appropriate repair and maintenance tasks. Cleaning equipment (e.g. buffing machine) and chemicals will be used on a regular basis.

This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The post holder's line manager may stipulate other reasonable requirements. The job description will be reviewed regularly and may be subject to change.

### **STAFF DEVELOPMENT**

- To continue personal development in the relevant areas.
- To engage actively in the Performance Management process.
- To participate in whole school professional learning programmes.
- To take part in the staff development programme by participating in arrangements for further training and professional development.

## **SAFEGUARDING**

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.
- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

## PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
<b>Qualifications and training</b>		
Full UK valid driving licence and use of suitable vehicle for travelling between multiple sites within the hub.	x	
At least five GCSEs or equivalent which must include at least a C/4grade in maths and English.	x	
IOSH or NEBOSH qualification or ability to attain	x	
NVQ 3 or 4 OR equivalent qualification	x	
NVQ 4 equivalent qualification		x
Specific training in specialist areas – Legionella, Asbestos, Fire Safety, etc.	x	
Willingness to participate in development and training opportunities	x	
A First Aid certificate, or willingness to train as a first aider, Fire Warden training, or willingness to train as a lead Fire Warden	x	
<b>Skills and Experience</b>		
Knowledge of moving and handling procedures	x	
Caretaking/Site Management experience in a school or similar environment	x	
Relevant trade experience – plumbing, building, electrical etc		x
Experience of team line management	x	
Working knowledge of relevant policies/codes of practice/legislation	x	
Experience of H&S compliance practices and Safe Systems of Working	x	
<b>Personal attributes</b>		
Ability to manage and lead a team on own initiative	x	
Ability to make decisions, identify and solve problems on thorough analysis and sound judgement	x	
Good organisational and project management skills, and the ability to balance competing pressures, deadlines and demands.	x	
Ability to work well as part of a team	x	
Be aware of, and able to maintain, the confidentiality aspects of the role.	x	
Commitment to working within the School's Safeguarding Policy and Procedures.	x	
Demonstrable and consistent approach towards others in operating with confidence, diplomacy and integrity.	x	
Commitment to high standards and expectations.	x	

Self-motivated and ability to use initiative	X	
Ability to deal sensitively with people and resolve conflicts	X	
Ability to listen and respond appropriately	X	
A flexible approach to working hours	X	

## **THE RECRUITMENT PROCESS**

### **APPLICATION**

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than 11.59pm on Wednesday 22nd July 2026 . Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

### **INTERVIEW PROCESS**

Interviews will be held on a date to be confirmed. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

### **TAKING UP POST**

The successful applicant will take up the post as soon as possible.



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