



APPLICANT PACK

# Primary Site Operative (Caretaker)

*St Gabriel's Catholic Primary School &  
Corpus Christi Catholic Primary School  
Middlesbrough*



# Letter to Applicants

Dear applicant,

We are delighted you have shown an interest in the role of Primary Site Operative at St Gabriel's Catholic Primary School & Corpus Christi Catholic Primary School. 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@npcat.org.uk](mailto:recruitment@npcat.org.uk) by the **closing date, Friday 24th October 2025 by 9am**. Any gaps in previous employment must be explained.

Should you wish to have an informal discussion, please do not hesitate to contact Geoff Bass, Regional Estates & Capital Manager via email [bass.g@npcat.org.uk](mailto:bass.g@npcat.org.uk)

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

|                       |                                                                                                                                                                             |
|-----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Required:</b>      | As soon as possible                                                                                                                                                         |
| <b>Salary:</b>        | £25,989 - £26,403 per annum                                                                                                                                                 |
| <b>Hours:</b>         | 37 hours per week, split shifts 7am – 10.30am, 2pm – 6pm                                                                                                                    |
| <b>Contract Type:</b> | Permanent                                                                                                                                                                   |
| <b>Location:</b>      | St Gabriel's Catholic Primary School, Allendale Road, Ormesby, Middlesbrough, TS7 9LF &<br>Corpus Christi Catholic Primary School, Cargo Fleet Lane, Middlesbrough, TS3 8NL |

This position will cover duties across both schools each day therefore the ability to travel between sites is essential for this role.

This is an excellent opportunity for a suitably experienced caretaking professional who will join a team delivering effective estates and facilities management services across our schools.

**The successful candidate will be responsible for:**

- The completion of all site-based duties including weekly compliance activities
- General maintenance
- Painting and decorating
- Minor refurbishment works
- Porterage
- Key holding
- Safeguarding

The Estates and Facilities Team sits centrally within Nicholas Postgate Catholic Academy Trust, a family of 32 primary schools, and 6 secondary schools. With more than 12,300 pupils and 1,500 staff, the Trust is now one of the largest Catholic Multi Academy Trusts in the UK.

**Closing date: Friday 24th October 2025 by 9am**

**Interview date: Thursday 30th October 2025**

**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.*

# 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:** Primary Site Operative

**Grade:** E, SCP 6-7

**Responsible to:** Regional Estates & Capital Manager

## Job Purpose

Site Operative to work in our schools under the direct instruction and supervision of the Regional Estates & Capital Manager. The Site Operative will be responsible for the completion of all site-based duties including weekly compliance activities, general maintenance, painting and decorating, minor refurbishment works, portering, key holding, Safeguarding and other key associated duties.

## Responsibilities

- To effectively lock and unlock Trust schools across the estate ensuring all buildings are secure and safe to operate daily.
- Complete daily security checks of the premises.
- Fully complete estates compliance checks to ensure Trust buildings are safe to enter and use.
- Report and record onto the Every compliance system.
- Undertake painting and decoration works as part of the Trust's long term building improvement plan.
- Complete minor repairs and refurbishment works on request of the Trust.
- Effectively operate mechanical, electrical and life safety systems within school such as central heating, lighting, fire alarm and security alarm systems.
- Manage waste on site by effectively removing and transferring to a designated collection point.
- Regularly complete litter picking duties ensuring the premises are clean and tidy.
- Undertake minor cleaning duties such as graffiti removal
- Undertake emergency duties such as incidental cleaning
- Complete seasonal activities such as gritting and flower bed maintenance
- Undertake minor grounds maintenance duties and cut overhanging branches /bushes, which may cause harm.
- Manage resource and material requirements on site under the supervision of the Regional Estates & Capital Manager



- Complete work instructions and procedures set out by the Regional Estates & Capital Manager
- Replace and refill consumable items such as hand towels and dispensers
- Complete portage duties such as receiving scheduled deliveries and transfer them to a safe designated storage place.
- Report any faults or defects to the appropriate person in a timely manner.
- Safely relocate furniture and set up for annual school events when required to do so.
- Ensure buildings are safe, warm and secure prior to the working day
- Safely operate school equipment in line with manufacturer's instructions
- Undertake fire warden duties in case of fire or emergency evacuations.
- Be willing to actively undertake first aid duties where trained and requested to do so
- Fully comply with "keeping children safe in education" policies and procedures.
- Formally induct contractors and visitors onto the premises including the completion of authorisation to work permits
- Report any safeguarding issues or concerns where required to do so immediately.
- Fully comply with all Trust policies and procedures.
- Attend all training courses relevant to the post ensuring continual personal and professional development
- Act as Trust role model
- Undertake additional reasonable duties as requested in accordance with the changing need of the job role and organisational objectives.

### 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 Trust may determine.***

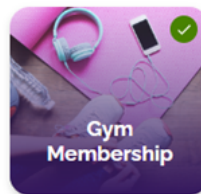
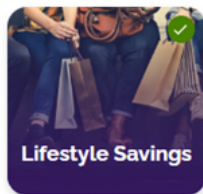
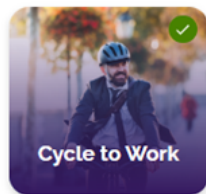
***PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL ACADEMY TRUST POLICIES. THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO FULL ENHANCED DISCLOSURE CHECKS – AND THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE.***

# Person Specification

| Stage                                 | Essential |                                                                                         | Desirable |                                                                    |
|---------------------------------------|-----------|-----------------------------------------------------------------------------------------|-----------|--------------------------------------------------------------------|
| <b>Qualifications &amp; Education</b> | E1        | Be willing to complete all training courses associated with the role annually.          | D1        | A relevant facilities management or site management qualification. |
|                                       |           |                                                                                         | D2        | Support Work in Schools (SWIS) Level 2.                            |
|                                       |           |                                                                                         | D3        | Level 2 Numeracy/ Literacy or willingness to work towards.         |
| <b>Experience &amp; Knowledge</b>     | E2        | Hands on and practical skills.                                                          | D4        | Trade qualification such as City & Guilds NVQ level 1,2 or 3.      |
|                                       | E3        | Awareness of Health and Safety legislation.                                             |           |                                                                    |
|                                       | E4        | Complete work activities in accordance with Risk Assessments, processes and procedures. | D5        | Formally, write and review task related Risk Assessments.          |
| <b>Skills</b>                         | E5        | Display a "can do" attitude and have the ability to work as part of a team.             |           |                                                                    |
|                                       | E6        | Effectively use ICT equipment including PC, tablet or mobile devices.                   |           |                                                                    |
|                                       | E7        | Be willing to learn and develop new skills when required to do so.                      |           |                                                                    |
|                                       | E8        | Supervisory skills for example effectively monitoring contractor's performance on site. |           |                                                                    |
|                                       | E9        | Complete tasks and work using your own initiative.                                      |           |                                                                    |
| <b>Personal Attributes</b>            | E10       | Communicate well with all stakeholders across the Trust.                                |           |                                                                    |
|                                       | E11       | Relate well to children and adults.                                                     |           |                                                                    |

|                             |     |                                                                               |  |  |
|-----------------------------|-----|-------------------------------------------------------------------------------|--|--|
|                             | E12 | Be willing to embrace change and adapt to new ways of working.                |  |  |
| <b>Special Requirements</b> | E13 | Suitable to work with children/young people (Enhanced DBS).                   |  |  |
|                             | E14 | Commitment to the Catholic ethos and aims of the Academy Trust.               |  |  |
|                             | E15 | Travel between schools within the Multi Academy Trust when required to do so. |  |  |

# 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](https://npcat.org.uk/current-vacancies)

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

[recruitment@npcat.org.uk](mailto:recruitment@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 Geoff Bass, Regional Estates & Capital Manager via email [bass.g@npcat.org.uk](mailto:bass.g@npcat.org.uk)

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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