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Information Pack:  
Site Assistant

[www.hsg.haringey.sch.uk](http://www.hsg.haringey.sch.uk)



# Headteachers Welcome

Thank you for considering our school as your next career move. We are a unique provision in the borough of Haringey as the only Girls School. We are a community school and when you join us, that is what you become part of - a caring, aspirational community with supportive colleagues and awesome students at all levels.

Hornsey School for Girls lives and breathes its motto – ‘The better prepared the stronger’. We recognise that our students have limitless potential and our school will create, through its experiences and teaching, the next generation of leaders, innovators and social change. We know that in extremely competitive environments in the workplace as well as academically, preparation to succeed is critical. Academia is important to us – but not at the cost of the emotional wellbeing of our school community. For students this means we support their wellbeing every step of the way. We also value our staff team. We want all of our team to have a healthy work/life balance and have a confidential employee assistance programme in place.

The school is a 5 form entry comprehensive. Our standards and expectations are high for all – we are not the school for you if meeting expectations including above average outcomes for exam classes is not your priority. It absolutely is ours, and we manage this by giving you the tools and resources you need to enable this to happen. Our outcomes at Key stage 4 have consistently been above average since 2016. This is a trend we intend to keep and we can only do this by supporting and enhancing our greatest assets – our diverse staff and student body.

You join us knowing you join a ‘good’ school. This school is a dynamic and exciting learning environment with creative teaching and learning as the norm. Our students are bright, articulate and intellectually curious about the world we live in. They are committed to social justice and they are supported in this by a broad curriculum which allows them avenues to flourish, explore their passion and experience the diversity of the world around them. If this sounds like the kind of school you want to work in, then we would be delighted to receive your application.

We look forward to receiving your application.



Kuljit Rahelu



# The Role and Core Responsibilities

**Job Title:** Site Assistant

**Reporting to:** Premises Manager

**Responsible for:** There are no line management responsibilities in this post.

**Hours:** 36 x 52 weeks - The post holder is expected to work a flexible shift pattern between the hours of 6:00 am and 10:00 pm five days per week, Monday to Friday, with additional weekend working on a rota basis.

## The role:

The main purpose of this role is to effectively and efficiently manage the day to day premises management of the school.

**Principle Core Responsibilities** *Please note the following are indicative not exhaustive duties of the role*

- The day-to-day premises management of the School during shift
- Maintaining overall standard of the buildings and grounds to reflect school ethos and vision
- Ensure digital systems to support facilities management are used at all times

## Duties:

- To be in charge of the school site over a 7 day shift pattern
- To keep records of handovers and jobs outstanding through i-auditor
- To ensure that the standard of the internal and external environment is of the highest order to reflect raising of School standards.
- Participate in a schedule of staff to cover early/day/late timings to ensure the smooth running of the school.
- Liaison/Supervision of external contractors.
- Responsible for the security of the School premises and grounds including opening and closing of the School (including evenings). Breaches of security to be reported to the necessary authorities/senior staff
- To support with internal maintenance & requests around HEP (Haringey Education Partnership)
- Responsible for maintaining safe and clean School premises and grounds. Undertake emergency cleaning tasks as required. Issues relating to health and safety should be reported to the SBM as soon as possible
- Arranging the distribution of school deliveries to the allocated areas/ depts.
- Cleaning, washing and sweeping internally and externally.





# Core Responsibilities

## Duties (continued):

- Polishing and dusting where appropriate.
- Cleaning and removal of chewing gum.
- Using powered equipment (e.g. mowers, vacuum cleaners, polishers, etc.) where appropriate.
- Basic decorating/building/construction.

## Routines:

- Ensure the daily weekly and monthly checklists as listed on i-auditor are completed
- Report to Premises Manager daily to determine priorities for action

## Community:

- Understand and apply School policies
- Support School ethos and vision in the wider community

## Arrangements for appraisal of performance:

There is an annual appraisal cycle carried out by line managers, which seeks to acknowledge success, resolve problems and identify training / development needs

*The Post holder may be required to perform duties other than those given above. These may vary from time to time without changing the general level of responsibility. Such variations would not justify the re-evaluation of a post*

## **This role is subject to an enhanced DBS check.**

*Excellence is expected by all in the school's community where a dynamic and challenging learning environment helps to realise the ambitions of all and continues to ensure exam results are above the national average. The school is committed to preparing students to be responsible, articulate and intellectually curious about the world they live in with confidence. Supporting a creative approach to teaching and learning is established and expected by all. It is expected that the post holder will carry out her/his responsibilities within this philosophy. This job description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.*



# Person Specification

## Qualifications & Experience

- Working with pupils of relevant age **Desirable**
- Working in a similar role previously **Essential**
- NVQ3 or equivalent qualification or experience in relevant discipline (or working towards) **Desirable**
- GCSE (or equivalent) A\*-C in English and Maths **Essential**

## Skills & Aptitudes

- Effective use of IT packages including SIMS **Desirable**
- Use of specialist equipment / resources **Desirable**
- Full working knowledge of relevant policies / codes of practice / legislation **Desirable**
- Ability to plan and develop systems **Desirable**
- Ability to relate well to children and adults **Essential**
- Work constructively as part of a team, understanding school roles and responsibilities and your own position within these **Essential**
- Ability to self-evaluate learning needs and actively seek learning opportunities **Essential**
- Excellent attention to detail **Desirable**
- Ability to use relevant office equipment effectively **Desirable**
- Ability to plan, organise and prioritise **Desirable**

## Personal Qualities

- Commitment to promoting the ethos and values of the school and getting the best outcomes for all pupils **Essential**
- Commitment to acting with integrity, honesty, loyalty and fairness to safeguard the assets, financial probity and reputation of the school **Essential**
- Ability to work under pressure and prioritise effectively **Essential**
- Commitment to maintaining confidentiality at all times **Essential**
- Commitment to safeguarding and equality **Essential**
- Embraces change well **Desirable**
- Deals with difficult situations effectively **Desirable**
- Commitment to implementation of the school's equal opportunities policy **Essential**
- Willingness to undertake additional training / staff development as appropriate **Desirable**
- Ability to reflect on your own professional practice **Desirable**

# Work Benefits

Our school is committed to ensuring all employees have support and guidance to ensure their mental wellbeing and work life balance is healthy.

## **Additionally the school offers:**

- A supportive line management structure
- Regular opt-in to staff wellbeing events hosted in school and outside
- Welcomes flexible working applications and agree all those that meet the business needs of the school
- Staff consultation group to share your ideas and views
- Generous Local Government Pension Scheme
- An Employee Assistance Programme (EAP)

Hornsey School for Girls is an equal opportunities employer. We welcome applications from all suitably qualified individuals, regardless of race, gender, disability, religion or belief, sexual orientation or age. We are committed to supporting a diverse and inclusive workforce and will make any reasonable adjustments required to enable access to employment opportunities for disabled applicants, or to support the continued employment of any staff member who develops a disabling condition.





# Safeguarding Statement

## Our core safeguarding principles are:

### Promotion

- Making sure pupils, parents, staff and all adults that come into contact with children know the systems and the support in place to keep children safe and there is a culture of vigilance permeating across the school.

### Prevention

- Positive, supportive, vigilant, open and safe culture. Well taught curriculum that includes relationships and online safety, pastoral opportunities for children and safer recruitment procedures.

### Protection

- Following the agreed procedures, ensuring all staff are trained and supported to recognise and respond appropriately and sensitively to safeguarding concerns.

### The school will:

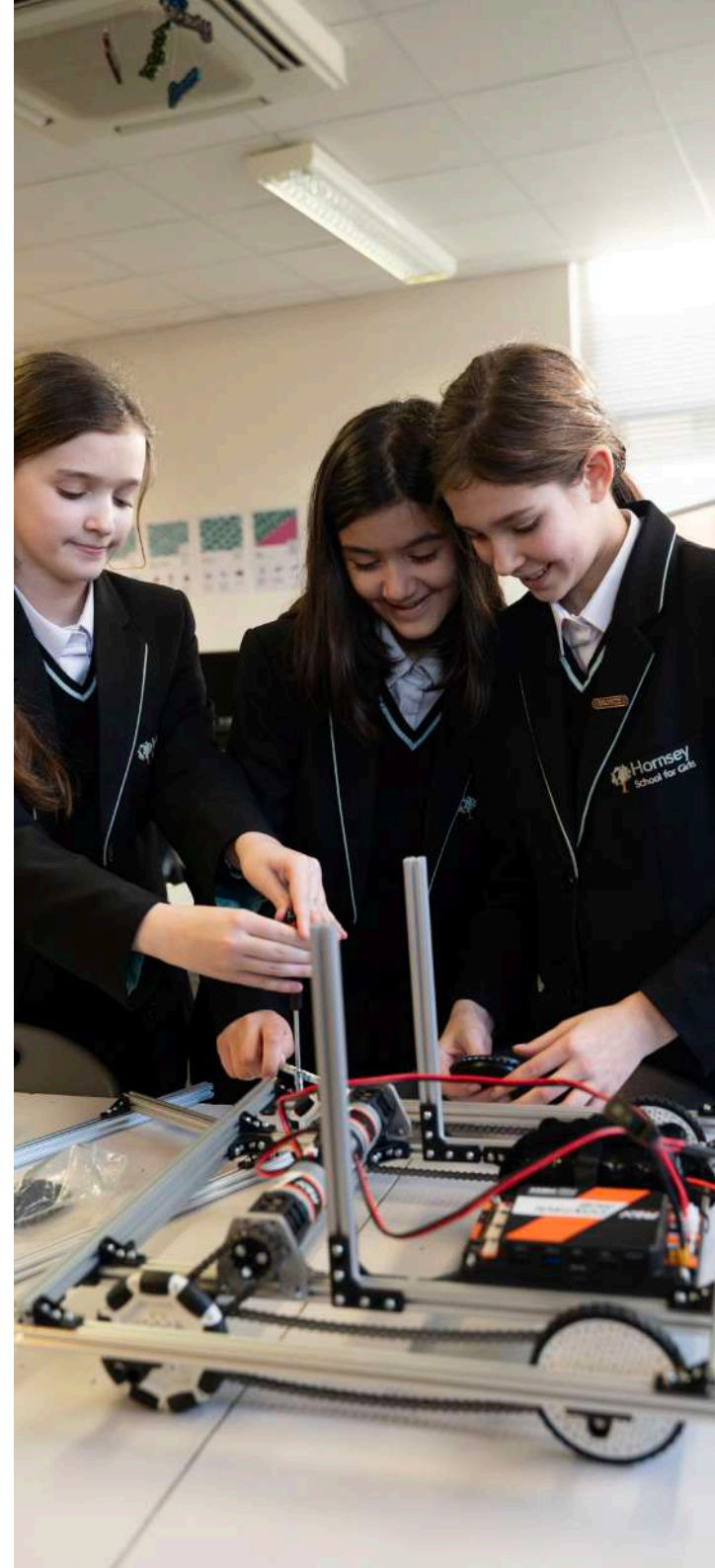
- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.
- Ensure students and parents know that there are adults in the school whom they can approach if they are worried.
- Include opportunities in the CPSHE (Citizenship, Personal, Social and Health Education) curriculum for students to develop the skills they need to recognise and stay safe from abuse.
- Act in the best interests of children first. All children have a right to be heard and to have their wishes and feelings taken into account and all children regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection.
- Recognise the importance of safeguarding and the promotion of children's welfare at all times. Safeguarding is embedded in all the school's processes and procedures and at the heart of our school to provide an ethos and environment that will help children to be safe and feel safe. In our school children are respected and encouraged to talk openly. All our staff understand safe professional practice and adhere to our safeguarding policies

### Support

- For all learners, parents and staff, and where appropriate specific interventions that are required for those who may be at risk of harm.

### Working with parents and other agencies

- To ensure timely, appropriate communications and actions are undertaken when safeguarding concerns arise.



# School Values

Hornsey School for Girls expects excellence from all members of its community. We provide a dynamic and challenging learning environment that enables students to realise their ambitions, achieve exam results consistently above the national average, and become confident, articulate, and intellectually curious individuals. We are committed to preparing students to engage thoughtfully and responsibly with the world around them.

Creativity and innovation in teaching and learning are both supported and expected. The successful applicant will be required to carry out their responsibilities in accordance with these values and the school's broader educational philosophy.

## Ethos

Our key priority is to ensure high achievement for every girl at Hornsey. Through high standards of teaching, our broad and balanced academic curriculum and our extensive opportunities we inspire every young woman to raise her expectations and to be ambitious to fulfil her potential. We foster a love of learning for all of our students and encourage creativity and innovation across the curriculum.

As an international school, Hornsey students are encouraged to participate in national and international issues with integrity and confidence. We believe that every student has an opportunity to have an impact in influencing the world around us and we nurture leadership qualities in all of our students.

Our safe and welcoming school ethos is conducive to effective learning enabling every student to thrive in a calm and purposeful atmosphere. We foster healthy relationships, resilience and collaboration between students in order to prepare them for their world of tomorrow as well as today.

## Values

1. Have respect for all. Treat everyone and everything around you with the highest respect.
2. Show kindness to everyone. Celebrate everyone for who they are including their race, culture, ability, sexuality and individuality.
3. Give 100%. Work hard in lessons and at home; give everything you do your absolute best at all times.

