

INFORMATION FOR CANDIDATES

CLEANER



HIGHFIELDS PRIMARY ACADEMY
Inspiring the Learner

Highfields Primary Academy is part of
Primitas Learning Partnership



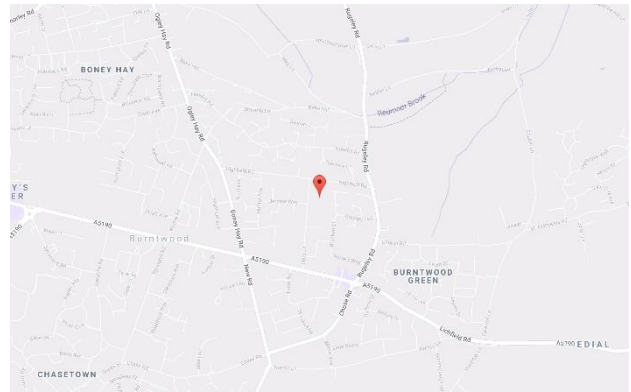
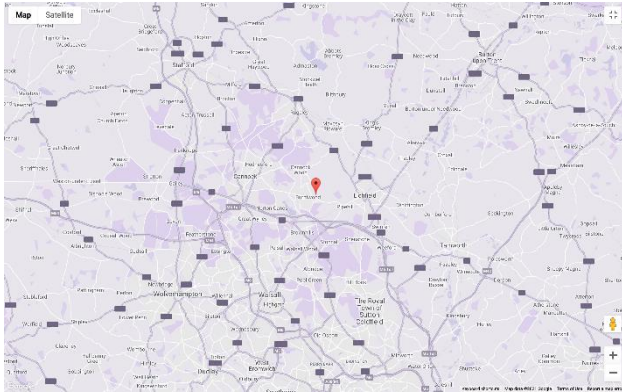
Consultation
Collaboration
Support

Welcome to Highfields Primary Academy

Introduction

Highfields is a lively and creative environment where everyone works in partnership to maximise the life-chances for all pupils. We believe our academy is an inspiring place which energises learning. Where children feel happy, cared for, safe and can flourish.

Where to Find Us



Highfields Primary Academy
Elder Lane
Burntwood
Staffordshire
WS7 9BT

Our Site and Facilities

Highfields is based in fairly spacious grounds comprising of two playgrounds, a large sports field, a gardening area and a forest school area. The main building was erected in the 1970's and is single floor. There are seven classrooms and a nurture room. The school hall is multi-purpose, used for school assemblies, PE lessons and also as the dinner hall.

As a single form entry school we take up to 210 children with no more than 30 pupils per class.

In September we converted to an Academy and together with Erasmus Darwin Academy, created the Primitas Learning Partnership. This is a new and exciting venture, creating opportunities for both staff and students.

Our Educational Mission: *Inspiring the Learner*

At Highfields we want our children to develop a love of learning. To develop a curiosity for the world in which we live, to ask questions, to explore, to experience, to take risks. To be flexible thinkers, problem solvers that have the skills and attitudes to face the changing 21st century with a positive mind set and the ability to thrive. We want them to believe in themselves as individuals, to exceed their own expectations, to feel proud of who they are, to feel valued, to understand the importance of their own voice, to be independent – to feel empowered. We want them to develop a love of reading and the arts and an appreciation of the wide range of cultures that this world has to offer. We want to instil in them a set of values that demonstrate tolerance, kindness, respect, determination and persistence. We want our children to experience excellence and to achieve their best.

Mark Wilkes
Headteacher

The Role

Cleaner

We are a happy, friendly school in Burntwood, Staffordshire. Our staff are caring, experienced and committed to meeting the individual needs of every child, and to creating a happy and secure environment. Our children are polite, confident and they enjoy learning, they work collaboratively and their behaviour is excellent.

The successful applicant will be required to work as part of a team, cleaning designated areas to ensure they are kept in a clean and hygienic condition.

Applicants will uphold and work to the whole school behaviour policy and ensure the safety of all pupils at all times.

Applicants must be able to relate well to children and be sympathetic to their needs.

The successful applicant must:

- Preferably have experience of working in a school environment or with children
- Be flexible and creative and have the commitment to provide first class childcare
- Have good organisational skills
- Be able to work under own initiative
- Work as part of a team
- Have the ability to promote good practice in a professional manner
- Awareness of strict hygiene procedures

Highfields Primary Academy has an excellent reputation and provides a lively and creative environment in which to work. We are a founding member of Primitas Learning Partnership, a new Multi Academy Trust which seeks to make a positive difference in the local community.

We invite applications from colleagues who can engage and work collaboratively with colleagues.

In return, we offer an incredibly positive working environment, passionately believing that our human resources are our most important and valuable resources. Therefore, our staff wellbeing strategy is at the heart of our ongoing improvement work, meaning that middle and senior leaders are committed to ensuring that all staff are happy, cared for, listened to and professionally equipped to fulfil their role to the highest possible standard. Furthermore, opportunities for career progression regularly arise, with the Academy having an excellent record of training and developing our own staff from within.

Primitas Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As such this post is subject to a satisfactory Enhanced DBS check and references.

You will also be required to provide proof of eligibility to work in the UK, evidence of your qualifications and suitable references.

Grade 1 (£20,441 per annum approx. whole year) Actual salary £5,238 per annum depending on years' service
Permanent, 10 hrs per week, Monday to Friday, 3.30 pm – 5.30 pm
Term time only (38 pupil weeks plus 24 days holiday stand down)
Start Date: 13th November 2023 or asap after this date.

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If you would like further information, or would like to book an out of hours visit, please contact the school office at office@highfields.staffs.sch.uk or telephone 01543 227160.

For further information regarding the Academy, please visit our website at www.highfields.staffs.sch.uk

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a 'disclosure' check under the Rehabilitation of Offenders Act 1974. Further details regarding this check are available from schools or by visiting www.gov.uk/government/organisations/disclosure-and-barring-service

Job Description

Job Description: Cleaner	Grade: 1	Date: April 2008
Hours of work:	Up to 10 hrs per wk, term time + 24 days holiday stand-down	
Responsible to:	Cleaning Supervisor	
Based upon Job No: K517		

Statement of Purpose

To work under the direction and instruction of senior staff to undertake individually, or as part of a team, the cleaning of designated areas and associated accommodation to ensure they are kept in a clean and hygienic condition.

Maintenance and Cleaning

- Carry out cleaning tasks as directed by the appropriate supervisor to include:
 - o Mop sweeping.
 - o Single solution mopping.
 - o Buffing.
 - o Spray cleaning.
 - o Suction cleaning.
 - o Damp wiping.
 - o Waste disposal.
 - o Stripping and resealing of hard floors.
- Cleaning of toilet facilities and associated tasks required to achieve a high quality of cleanliness.
- Cleaning of fixtures and fittings.
- The use of appropriate cleaning equipment and machinery.
- Ensuring the safe use of chemicals, machinery and equipment when carrying out the cleaning function in line with current legislation, standards and Academy policies and procedures for Health and Safety and in accordance with training provided.

Support to School (this list is not exhaustive and should reflect the ethos of the school)

- Promote and safeguard the welfare of children and young persons you are responsible for or come into contact with.
- Comply and assist with the development of policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of, support and ensure equal opportunities for all.
- Contribute to the overall ethos/work/aims of the school.
- Establish constructive relationships and communicate with other agencies/professionals.
- Attend and participate in regular meetings.
- Participate in training and other learning activities and performance development as required.
- Recognise own strengths and areas of expertise and use these to advise and support others.

Professional Accountabilities (this list is not exhaustive and should reflect the ethos of the school)

The post holder is required to be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person. In addition they are to contribute to the achievement of the school's objectives through:

Safeguarding

- Promote and safeguard the welfare of children and young persons you are responsible for or come into contact with.

Financial Management

- Personally accountable for delivering services efficiently, efficiently within budget and to implement any approved savings and investment allocated to the service area.

People Management

- To comply and engage with people management policies and processes
- Contribute to the overall ethos/work/aims of the school.
- Establish constructive relationships and communicate with other agencies/professionals.
- Attend and participate in regular meetings.
- Participate in training and other learning activities and performance development as required.
- Recognise own strengths, areas of expertise and use these to advise and support others.

Equalities

- Ensure that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Health and Safety

- Ensure a work environment that protects people's health and safety and that promotes welfare and which is in accordance with the Academy's Health and Safety policy.
- The postholder will be expected to observe safe working practices in carrying out the required duties and ensure that instructions specified by technical consultants, contractors and manufactures are adhered to.
- Site Supervisors are expected to be smart in appearance and dress.

Note 1:

The content of this job description will be reviewed with the post holder on an annual basis in line with the School's performance and development review policy. Any significant change in level of accountability that could result in a change to the grade must be discussed with the post holder and the relevant trade union before submitting for re-evaluation.

**Person Specification
Cleaner
Level 1**

Essential Criteria	Measured By
Qualifications/Training <ul style="list-style-type: none"> NVQ 1 or BICSs in Cleaning or similar. Good standard in literacy and numeracy. 	AF/I
Knowledge/Skills <ul style="list-style-type: none"> Ability to work constructively as part of a team. Ability to relate well to children and to adults. Good organising and prioritising skills. Knowledge of health and safety procedures and precautions. Awareness of COSHH regulations. Awareness of health and hygiene procedures. Demonstrate and assist in the safe and effective use of materials and equipment. Ability to communicate effectively using various methods. Able to demonstrate a commitment to team work. Able to work flexibly to suit client needs. 	AF/I
Behavioural Attributes <ul style="list-style-type: none"> Customer focused. Has a friendly yet professional and respectful approach which demonstrates support and shows mutual respect. Open, honest and an active listener. Takes responsibility and accountability. Committed to the needs of the pupils, parents and other stakeholders and challenge barriers and blocks to providing an effective service. expectations. Is committed to the provision and improvement of quality service provision. Is adaptable to change/embraces and welcomes change. Acts with pace and urgency being energetic, enthusiastic and decisive. Communicates effectively. Has the ability to learn from experiences and challenges. Is committed to the continuous development of self and others by keeping up to date and sharing knowledge, encouraging new ideas, seeking new opportunities and challenges, open to ideas Demonstrates a “can do” attitude including suggesting solutions, participating, trusting and encouraging others and achieving and developing new skills. 	AF/I

AF - Application form I - Interview

Note 1:

In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated these will include:

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours and
- Attitudes to use of authority and maintaining discipline.

How to Apply

To apply for the post, please complete the application form and equality and diversity monitoring form and return to Paula Goodwin, either by post or email office@highfields.staffs.sch.uk. CV's will not be accepted.

Closing Date: 25th October 2023, 9.00 am

Interviews: 7th November 2023

Guidance Notes for Applicants

Please read the important information in these guidance notes prior to completing and submitting your application

- You must complete the application form to apply for this vacancy.
- There is opportunity within the application to provide evidence of your experiences, skills and qualifications as related to the person specification. You may provide further details on additional sheets if required.
- Please ensure all gaps in employment and education history are fully explained on your application form. We may wish to verify this information during the recruitment process.
- Please complete the Equality & Diversity Monitoring Form. We are keen to ensure that our jobs are accessible to all members of the community and use this data to monitor our progress in doing this.
- Make sure you return your application form by the closing date.
- No applications will be accepted once the closing date has passed.
- After the closing date the applications will be shortlisted. Please keep free any interview date given; it is not normally possible to re-arrange this date.
- If we haven't contacted you within 14 days of the closing date you can assume that this your application has been unsuccessful.
- We welcome applications from all sections of the community and will be pleased to help meet any requirements arising as part of the recruitment process.
- You will be asked to sign a copy of your electronically submitted application form at interview.

References

To help us get a quick response, please ensure that you provide us with referees who are contactable and available. If possible please provide e-mail addresses for your referees and advise them that they will be asked to provide a reference for you if you are shortlisted for the post. When providing details please ensure that one relates, if applicable, to your present job, or most recent employer and where possible, you must provide one referee who can comment on your previous work with children. If you have recently left full-time education, please ensure you include a Head Teacher/College/University Principal (or their representative) as one of your references.

Please state in what capacity the two referees are acting, e.g. current employer. **It is the Trust's policy to direct reference requests via the Headteacher/Principals, so please include this information should a school referee be detailed.**

Please note that references from relatives or friends are not acceptable.

Online Checks

In addition, as part of the shortlisting process we will carry out an online search on the preferred candidate(s). This search will be carried out by a member of staff who has received Safer Recruitment training and will not be involved in the recruitment process. A consistent approach will be taken and the results will be recorded on an Online Search Report. The purpose of the online search is to help identify any incidents or issues

relevant to the suitability to work with children, that have happened and are publicly available online, which we may want to explore with you prior to appointment.

Equal Opportunities

We recognise the importance of promoting equality of opportunity across all service provision as well as in the employment of our staff. We aim to promote equality of opportunity for all with the right mix of talent, skills and potential and we welcome applications from a diverse range of candidates.

Data Protection Act

The Data Protection Act 2018 places responsibilities on us to process personal data that we hold in a fair and proper way. The Act came into force on 25th May 2018 and regulates the use of personal data, including any data you supply on this application form. The information you give us will be kept confidential and will only be used for the purpose of personnel management.

We may contact other organisations (such as the Disclosure and Barring Service (Formerly Criminal Records Bureau), Job Centre Plus, previous employer(s), education establishments, etc) to check the factual information you have given on the application form. The information will be stored securely, both manually and electronically and destroyed after 6 months if your application is unsuccessful.

If we offer you the position we will use some of the information you give us on the application form in your contract of employment. The information you give on the recruitment monitoring form will only be used to monitor the application of our Equality & Diversity Monitoring Form and the effectiveness of our recruitment and advertising strategies.

Audit Commission Fair Processing Protocol

The Trust is under a duty to protect funds it administers, and to this end may use the information you have provided as part of the recruitment process for the prevention and detection of fraud. It may also share this information with other bodies responsible for auditing or administering public funds for these purposes.

Employment Terms & Conditions

Annual Leave

Arrangements for Teachers preclude the necessity for annual leave entitlements. Provisions regarding the working time of various categories of teaching staff are contained in their relevant conditions of employment set out in the School Teachers Pay and Conditions Document.

Teaching Assistants are not required to work during school closure periods, which is deemed to be annual leave.

Other Associate Staff are subject to NJC terms and conditions of employment. Under these terms you will be entitled to a minimum of 24 days annual leave (excluding bank holidays). The amount of annual leave increases over time and is based on the level of your post and is pro rata for part time employees. Our annual leave year runs from 1st April to 31st March. In calculating your actual annual leave entitlement we take account of the length of continuous local government service you have as well as your basic salary.

New entrants to the service are entitled to annual leave proportionate to the completed months of service during the leave year of entry.

SALARY	0 - 4 yrs	5 - 14 yrs	15 – 24 yrs	25 yrs & over
Up to SCP 28	25	30	31	32
SCP 29 – 40	27	31	32	33
SCP 41 & over	28	32	33	34

Term-time workers are entitled to annual leave and public holidays proportional to a whole year employee's entitlement.

Associate staff are expected to take any annual leave entitlement during school closure periods.

Public/Extra Statutory and Local Leave

As well as annual leave, our offices are closed on the following 8 days, and paid leave is granted to staff:

Good Friday and Bank Holiday Monday

May Day (first Monday in May)

Late Spring Bank Holiday

August Bank Holiday

Christmas and Boxing Day

New Year's Day

Other Leave

Special leave arrangements also exist which cover bereavement, carer leave, adoption, maternity leave, work break, paternity leave and parental leave.

Working Hours

The standard working week for full-time staff in schools is 37 or 32.5 hours dependant on your terms and conditions. Hours of work and shift patterns are usually indicated in the advertisement and application pack. Where posts are part-time the benefits of a full-time post, will be a pro rata entitlement to salary and annual leave, sick pay, maternity leave and pension rights.

Relationship to Members or Employees/Canvassing

You must tell us in writing if, to your knowledge, you are related to a member of staff or Governor of the school or anyone elected to or employed by Primitas Learning Partnership. There is an opportunity to do this on your application form. We also expect you to state if you are related to a student at the school.

We will not appoint you if you canvass any of the above directly or indirectly – this means asking for help to get a job using their position in the school.

Proof of Qualification

You will have to provide proof of relevant qualifications during the selection process.

Right To Work in the UK

We must take copies of evidence that you are able to legally work within the UK. Only the successful candidate's right to work in the UK copies of evidence will be retained on file. All unsuccessful candidate copies will be confidentially destroyed following the recruitment process. The following list details the acceptable documents/combinations of documents which we must see and copy:

When carrying out a manual right to work check, original documents from either List A or B are acceptable.
List A

- A United Kingdom Passport (current or expired)
- A passport or passport card (current or expired) showing that the holder is an Irish citizen.
- A document issued by the Bailiwick of Jersey, the Bailiwick of Guernsey or the Isle of Man, which has been verified as valid by the Home Office Employer Checking Service, showing that the holder has been granted unlimited leave to enter or remain under Appendix EU to the Jersey Immigration Rules, Appendix EU to the Immigration (Bailiwick of Guernsey) Rules 2008 or Appendix EU to the Isle of Man Immigration Rules.
- A current passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, has the right to live in the UK or has no time limit on their stay in the UK.
- A current Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the named person is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK, together with an official document giving the person's permanent National Insurance number and their name issued by a government agency.
- A birth or adoption certificate issued in the UK, together with an official document giving the person's permanent National Insurance number and their name issued by a government agency.
- A birth or adoption certificate issued in the Channel Islands, the Isle of Man or Ireland together with an official document giving the person's permanent National Insurance number and their name issued by a government agency.
- A certificate of registration or naturalisation as a British citizen, together with an official document giving the person's permanent National Insurance number and their name issued by a government agency or a previous employer.

List B

- A current passport endorsed to show that the holder is allowed to stay in the UK and is currently allowed to do the type of work in question.
- A current immigration status document containing a photograph issued by the Home Office to the holder with a valid endorsement indicating that the named person may stay in the UK, and is allowed to do the type of work in question, together with an official document giving the person's permanent National Insurance number and their name issued by a government agency or a previous employer.
- A document issued by the Home Office showing that the holder has made an application for leave to enter or remain under Appendix EU to the immigration rules on or before 30 June 2021 together with a Positive Verification Notice from the Home Office Employer Checking Service.
- A Certificate of Application (digital or non-digital) issued by the Home Office showing that the holder has made an application for leave to enter or remain under Appendix EU to the immigration rules (known as the EU Settlement Scheme), on or after 1 July 2021, together with a Positive Verification Notice from the Home Office Employer Checking Service.
- A document issued by the Bailiwick of Jersey, the Bailiwick of Guernsey or the Isle of Man showing that the holder has made an application for leave to enter or remain under Appendix EU (J) to the Jersey Immigration Rules or Appendix EU to the immigration Rules (Bailiwick of Guernsey) Rules 2008, or Appendix EU to the Isle of Man Immigration Rules together with a Positive Verification Notice from the Home Office Employer Checking Service.
- An Application Registration Card issued by the Home Office stating that the holder is permitted to take the employment in question, together with a Positive Verification Notice from the Home Office Employer Checking Service.
- A Positive Verification Notice issued by the Home Office Employer Checking Service to the employer or prospective employer, which indicates that the named person may stay in the UK and is permitted to do the work in question.

All document/s you provide must be an original and must be provided when requested during the recruitment process.

The Rehabilitation of Offenders Act 1974

The Rehabilitation of Offenders Act was introduced to make sure that you are not discriminated against when applying for jobs, if you have been convicted of a criminal offence and you have not re-offended for a period of time since the date of your conviction.

The Act allows certain types of convictions to be treated as "spent" after a certain (variable) period of time. You are no longer legally required to disclose to us convictions that have become "spent", unless the post you

are applying for is exempted. In the case of more serious crimes, such as where the sentence is more than 5 years imprisonment, the conviction can never become "spent" and must always be taken into account.

Exceptions Orders exist to protect vulnerable client groups such as children, young people, and the elderly, sick or disabled. In such cases, we are legally entitled to ask you for details of all convictions, even if they are "spent" or "unspent" under the Rehabilitation of Offenders Act. All details of convictions will be disclosed by the Disclosure and Barring Service for the preferred candidate.

Cautions, reprimands and final warnings are not criminal convictions and are not covered by the Rehabilitation of Offenders Act. They become "spent" immediately and we may only consider them when appointing to exempted posts.

All applicants who are offered employment to a post subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed will have to provide details of cautions, reprimands or final warnings, as well as convictions.

Having an "unspent" conviction will not necessarily bar you from employment. This will depend on the circumstances and background to your offence(s).

For all other criminal convictions you will only need to disclose any convictions that are not 'spent'. A conviction is regarded as spent if you have served a 'rehabilitation period'. These periods vary according to the sentence received as follows: -

Sentence	Rehabilitation Periods (spent after)	
	Age 18 or over when convicted	Under 18 when convicted
Prison and Young Offender Institution - sentence of 6 months or less	7 years	3 years
Prison and Young Offender Institution - sentence of more than 6 months – 2 years	10 years	5 years
Fines, compensation order, probation (for people convicted on or after 3 Feb 1995), community service, combination order, action plan, curfew order, drug treatment, reparation order	5 years	2 years
Borstal (abolished 1983)	7 years	7 years
Detention centres (abolished 1988)	3 years	3 years
Absolute discharge	6 months	6 months

Sentences for which the rehabilitation period varies:

Probation order (for people convicted prior to 3 Feb 1995), conditional discharge, bind over, supervision order, care order	Until the order expires (minimum period of 1 year)
Attendance centre orders	Length of the order plus 1 year
Hospital order	2 years after the order expires (with a Minimum of 5 years from the date of conviction)
Suspended sentences are treated the same as for the full sentence	
<p>Consecutive and Concurrent sentences</p> <p>An offender may be sentenced at one time for several offences. If the court decides that imprisonment is the right penalty for more than one offence, it can order this to run concurrently or consecutively. If a person is sentenced to two terms of imprisonment of six months each, to run concurrently, the person will be subject to a rehabilitation period of 7 years. If they were ordered to run consecutively, they would be subject to a rehabilitation period of ten years.</p>	

Extension of Rehabilitation periods

Rehabilitation periods may be extended if a person receives further convictions while an original rehabilitation period is still running. If the second conviction is for a summary offence, i.e. an offence that can be tried only in a magistrates' court, then the first rehabilitation period is not affected and both rehabilitation periods will run their separate course. If however, the second conviction is more serious and could be tried in crown court, then neither conviction will become spent until the longer rehabilitation period has expired. Where the original sentence resulted in a disqualification, prohibition or other penalty, the rehabilitation period will not be affected if the person is convicted of a further offence.

Safer Recruitment Checks

We are required to ensure that the confidentiality and safety of our service users is protected and we therefore undertake the most stringent vetting of all our staff. This includes Disclosure and Barring Service check, referencing, scrutiny of previous employment history, online checks and checks against our employee records along with the Childcare Disqualification Declaration (where applicable). For Teachers, a Prohibition Check will be completed. For staff appointed to a management position in the Trust a Section 128 check will also be carried out. A trace against these does not mean that applicants are unsuitable for employment. It does, however, allow us to explore and address any potential conflicts of interest and also assesses suitability for employment. Signing your application form indicates your consent for such checks to be undertaken.

A copy of the schools Safeguarding Policy can be found on the school website and Primitas Learning Partnership Recruitment Policy can be found on www.primitas.co.uk.

All our documents are available in large print, Braille or another language on request.