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**Assistant Caretaker**

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**Assistant Caretaker**

**St Crispin’s School**

Headteacher:

Ginny Rhodes

NOR 1132, 11-18

Mixed Comprehensive London Road, Wokingham, Berkshire RG40 1SS

Tel: 0118 978 1144

www.crispins.co.uk

**Assistant Caretaker for April**

**Permanent role - 37 hours / week including some evenings and weekends**

**Support Staff Pay Scale Grade 4**

St. Crispin’s School is a happy and oversubscribed 11-18 mixed comprehensive school. Our school motto is “Excellence for All” and this encapsulates our commitment to do the very best for both our students and staff. Standards within the school are high and St. Crispin’s is a lovely and positive place to work. Our school has a great many strengths, is far from complacent and has the potential to do even better.

We are seeking to recruit an experienced and flexible team member to assist the site controller in the day-to-day operation, security, safety, cleanliness and general maintenance of the school site.

**Further details and an application form are available either from the school website under Vacancies or from Mel Knight on 0118 978 1144 (email: knightm@crispins.co.uk)**

**Visits to the school are warmly welcomed!**

**Closing date:** 9am, 23rd April 2018.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments are subject to enhanced DBS clearance and satisfactory employment references.

St. Crispin's School is an academy and part of The Circle Trust, a charitable company limited by guarantee registered in England and Wales, company number 11031096, registered at The Circle Trust,  
London Road, Wokingham, Berkshire, RG40 1SS. Tel: 0118 332 0011 [www.thecircletrust.co.uk](http://www.thecircletrust.co.uk)



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**Job Description – Assistant Caretaker**

**Salary** The Circle Trust’s Support Staff Pay ScaleGrade 4

**Terms and conditions**

Contract: Permanent, all year

Hours per week: 37 hours per week

Hours of work: TBA

Notice period: One month

Probationary period: Six months from start date

# Aim and main purpose of the job

To assist the site controller in the day-to-day operation, security, safety, cleanliness and general maintenance of the school site.

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### Details of Line Management

* The post of Assistant Site Controller is line managed by the Senior Site Controller and Business Manager
* The post of Assistant Site Controller has no line management responsibility for other staff
* This description only contains the main accountabilities relating to this post and does not describe in detail all the tasks required to carry them out. All members of staff are expected to be flexible

to ensure the most effective organisation and delivery of support in the Trust

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**General Accountabilities:**

1. To be a principal key holder and undertake the day to day operational responsibility for all security activity within the site, also, when available be a contact for the emergency services
2. Check the cleanliness of the whole school site by monitoring cleaning staff and undertaking daily term time and periodic cleaning of allocated areas as appropriate. Help organise the summer cleaning programme
3. Responsibility for various out of hours work on evenings and weekends when it is related to school activities.
4. To routinely monitor the operation of the fire alarm, fire doors, lighting, heating, plumbing and security systems.
5. Detect and report any building defects advising school management on any Health & Safety issues. Undertake any minor repairs and general maintenance always adhering to H & S requirements
6. To arrange and/or carry out the movement of furniture and equipment within the site. To assist with general portering duties including the distribution of items delivered to the site within H & S guidelines
7. To ensure the school grounds remain tidy and the equipment kept in good order. Cleaning external drains and gullies
8. Ensure all allocated equipment and materials are stored safely in order to prevent potential accidents/misuse. To issue bathroom requisites as required
9. To participate in training when required
10. To follow The Circle Trust’s Policies and school specific Policies and procedures
11. To abide by The Circle Trust’s Code of Conduct
12. Any other tasks as reasonably required by the Headteacher

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**Person Specification**

|  |  |  |
| --- | --- | --- |
| **Key Criteria** | **Person Specification:**  **Essential** | **Person Specification:**  **Desirable** |
| Qualifications and Training |  | Safeguarding Training.  First Aid. |
| Competence Summary  (knowledge, abilities, skills, experience) | Significant experience of general building maintenance and site safety.  Competent DIY skills.  Able to prioritise own workload and work to competing deadlines.  Able to work on own initiative and constructively as part of team.  Good personal communication skills. | Experience of heating and plumbing systems.  Experience of working within a learning environment. |
| Work related personal requirements | Able to respond flexibly and adapt to changing and challenging circumstances.  Able to work in a team.  Ability to maintain strict confidentiality of information received and processed as part of the job role.  Able to achieve sensible work life balance to ensure health and well-being. |  |
| Other work requirements | Ability to evaluate own development needs and those of others and seek learning opportunities to address these, share knowledge with others and encourage their development. |  |

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**SUPPORT STAFF APPLICATION FORM**

**SCHOOL:**

**POST APPLIED FOR:**

Please complete this form clearly in **black ink or typescript**. Please do not include a separate curriculum vitae. Please continue on a separate page if needed and indicate any continuation on this form.

**1 PERSONAL DETAILS**

|  |  |  |  |
| --- | --- | --- | --- |
| **Surname:** |  | **First Name:** |  |
| **Previous Surname:** |  | **Any other previous name changes:** |  |
| **Title:** |  | **NI Number:** |  |
| **Home Address:**  **Postcode: Email:**  **Telephone Number: Mobile Number:** | | | |

|  |  |
| --- | --- |
| **2** **EDUCATION & QUALIFICATIONS (most recent first)** |  |

Please give details of secondary and further education including any GCSEs or “A” levels or equivalent vocational courses below:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Dates attended from (mm/yyyy)** | **To (mm/yyyy)** | **Name of school/college/other institution** | **Qualifications obtained and grade/level** |  |
|  |  |  |  |

Please give details of any Higher Education and equivalent courses below:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Dates attended from (mm/yyyy)** | **To (mm/yyyy)** | **Name of school/college/other institution** | **Qualifications obtained and grade/level** |  |
|  |  |  |  |

|  |  |
| --- | --- |
| 3 TRAINING AND QUALIFICATIONS  Give details of any other certificates with dates: Vocational training, Professional qualifications, membership of Professional Institutions |  |
|  |

|  |  |
| --- | --- |
| 4 Employment Details – Current or Last Employment | |
| **Name and address of current/most recent employer or college/school** | **Job Title:** |
|  | **Start Date**: |
| **Notice Required:** |
| **Date of Leaving (if applic):** |
| **Basic Salary:** |
| **Allowances:** |

|  |
| --- |
| Please briefly outline your main duties and responsibilities or details of your studies if leaving education. |
|  |

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| --- |
| Why do you wish to leave your present employment/why did you leave your last employment? |
|  |

|  |
| --- |
| 5 Employment Details – Previous Employment |

Start with most recent employment first. If necessary continue at end of application form until all employment history is shown.

|  |
| --- |
| **Name of Previous Employer**: |
| **Post Held:** |
| **Dates Employed From**: **To:** **Salary:** |
| **Brief details of duties and responsibilities**: |
| **Reason for leaving**: |

|  |
| --- |
| **Name of Previous Employer**: |
| **Post Held:** |
| **Dates Employed From**: **To:** **Salary:** |
| **Brief details of duties and responsibilities**: |
| **Reason for leaving**: |

|  |
| --- |
| **Name of Previous Employer**: |
| **Post Held:** |
| **Dates Employed From**: **To:** **Salary:** |
| **Brief details of duties and responsibilities**: |
| **Reason for leaving**: |

# 6 FURTHER INFORMATION

The information in this section plays an essential part in the selection procedure. It enables you to provide us with the additional information you consider relevant to your application. Please use this space below to detail how you meet the job requirements.

|  |
| --- |
|  |

**7 PERIODS NOT IN EMPLOYMENT OR TRAINING**

**You must account for every gap in employment or training since leaving Secondary School. Please ensure you use this section and continue on another sheet of paper if necessary.**

|  |  |  |
| --- | --- | --- |
| **Date** | | **Reason for Periods not in Employment or Training** |
| **From** | **To** |
|  |  |  |
|  |  |  |
|  |  |  |

**8 REFEREES**

Please provide details of two referees, who have recent professional knowledge of your work, one must be your present employer, or last employer if not currently employed. References will not be accepted from relatives or from people writing solely in the capacity of friends. It is our policy to take up references prior to interview. If you have any concerns about this please contact us.

## Present Employer

**Name: ……………………………………………………………………………………………………**

**Position: ………………………………………………………………………………………………….**

**Address: …………………………………………………………………………………………..**

**…………………………………………………………………………………………..**

**Post Code: …………………… Telephone No: ………………………………………………….**

**E mail: ……………………………………. Fax Number: ………………………………**

**Name:** ……………………………………………………………………………………………………

**Position: ………………………………………………………………………………………………….**

**Address: …………………………………………………………………………………………..**

**…………………………………………………………………………………………..**

**Post Code: …………………… Telephone No: …………………………………………………**

**E mail: ……………………………………. Fax Number**: ………………………………

Where you are not currently working with children, but have done so in the past in either a paid or voluntary capacity, please provide details of a third referee to be from the employer you were most recently employed to work with children.

**Name:** ……………………………………………………………………………………………………

Position: ………………………………………………………………………………………………….

Address: …………………………………………………………………………………………..

…………………………………………………………………………………………..

Post Code: …………………… Telephone No: ………………………………………………….

E mail: ……………………………………. Fax Number: ………………………………

Unless you have otherwise stated, references will be taken up if you have been selected for interview. Other previous employers may also be approached for information to verify particular experience or qualifications before interview. If your previous posts have involved working with children on either a paid or voluntary basis questions will be asked about disciplinary offences related to children, including any which the penalty is ‘time expired’ (that is where a warning could no longer be taken into account in any new disciplinary hearing for example) and whether you have been the subject of any child protection concerns, unless these were considered to be unfounded, and if so the outcome of any enquiry or disciplinary procedure.

**9 DECLARATION OF CRIMINAL CONVICTIONS**

This post is exempt from the Rehabilitation of Offenders Act 1974. Under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 you are required to declare any information about convictions, past cautions or prosecutions pending. If after interview it is decided to offer you the post a check will be undertaken with the police prior to confirmation of your appointment. You will be required to provide a Disclosure from the CRB at the appropriate level for the post.

Please complete the enclosed form titled **Additional Job Application Question - Disclosure Of Criminal Background**. Please note your application will not be accepted without it.

**Data Protection Act 1998**

Under the Data Protection Act 1998 your consent is required to process the information you have supplied for the purposes of recruitment and selection.

The information required is necessary for selection purposes and will be used by our school(s) for the selection and verification process in connection with any vacancy that arises.

Your name and contact details will be held electronically together with recruitment process monitoring.

*Under the Data Protection Act 1998 you have the right of access to any electronically and/or manually held information.*

By signing the declaration at the end of the application form, you give permission for your details to be used in this way.

**10 FOR PERSONS WHO ARE NOT BRITISH OR EU NATIONALS**

If you have any conditions related to your employment please give full details below:

**11 DECLARATION**

Are you related or have a close relationship within the Council (including Councillors and Governors)

### Yes/No If Yes please provide details

**I declare that the information I have given on this form is complete and accurate and that I am not banned or disqualified from working with children nor subject to any sanctions or conditions on my employment imposed by a regulatory body or the Secretary of State. I understand that to knowingly give false information, or to omit information, could result in the withdrawal of any offer of appointment, or my dismissal at any time in the future, and possible criminal prosecution.**

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

##### WOKINGHAM BOROUGH COUNCIL SCHOOLS

##### STRICTLY CONFIDENTIAL

**ADDITIONAL JOB APPLICATION QUESTION -**

**DISCLOSURE OF CRIMINAL BACKGROUND**

The School has an obligation to ensure as far as possible that persons (either employed or as volunteers) who work with children or vulnerable adults in Schools are suitable to undertake such a role. For this reason you are asked to disclose if you have any convictions, cautions or warnings, including any received as a juvenile, so they may be taken into account when your application is considered.

Further information on the factors that will be taken into account when determining whether any conviction(s) may be considered relevant to your application, is given in the explanatory note overleaf, which you are invited to read the before answering this question.

Under relevant legislation (the Rehabilitation of Offenders Act 1974 & Exceptions Order 1975) you must disclose any convictions you may have even if they would otherwise be regarded as “spent” under this Act, and any cautions or bindovers. Any information you give will be treated in strictest confidence and will only be taken into account in relation to this application.

**In answering the following question you must disclose details of all convictions and cautions, including “spent” convictions.**

**Have you ever been convicted of a criminal offence? YES / NO**

**If YES, please give details of all convictions, bind-overs and cautions, including “spent” convictions and cautions.** Please also detail if you are on List 99, disqualified from work with children, or subject to sanctions imposed by a regulatory body, e.g General Teaching Council (GTC).

**……………………………………………………………………………………………………………………………**

**……………………………………………………………………………………………………………………………**

**……………………………………………………………………………………………………………………………**

**……………………………………………………………………………………………………………………………**

**DECLARATION**

The information I have provided is correct to the best of my knowledge. I understand that false information may render me liable for dismissal if appointed.

**Signed…………………………………………………………..date………………………………………**

**Print name (capitals).……………..………………………………….………….……………..………….**

**Position applied for……….………………………………………………………………………………..**

(When you have answered the above question please return this additional sheet with your application form. If you have disclosed conviction information please place this sheet in a separate sealed envelope marked with: Your name & position applied for, and the following: Disclosure information, Strictly confidential. This will ensure that only persons directly concerned with reaching a recruitment decision in respect of the position applied for will view conviction information.)

**EXPLANATORY NOTE TO APPLICANTS AND STATEMENT OF POLICY ON THE RECRUITMENT OF PERSONS WITH A CRIMINAL CONVICTION**

The position for which you are applying involves substantial access to children or vulnerable adults. It is therefore exempt from the Rehabilitation of Offenders Act 1974, and you are required to declare any convictions you may have even if they would otherwise be regarded as “spent” under this Act, and any cautions or bindovers. The information you give will be treated in confidence and will only be taken into account in relation to an application where the exemption applies.

The disclosure of a criminal record will not debar you from appointment unless the selection panel, having considered carefully the following factors, determine that the conviction renders you unsuitable for appointment. The factors to be taken into account are: a. the responsibilities of the position, b. the vulnerability of children or adults supported, c. the nature of the offence(s), d. the number and pattern of offences (if there is more than one), e. how long ago the offence(s) occurred, f. the age of the offender when the offence(s) occurred.

Under government regulations the School is able (with your consent), to access records of criminal convictions to verify the information you supply. In the event of an offer of employment your written permission will be sought for this check to the undertaken with the Criminal Records Bureau. (The Bureau is an executive arm of the Home Office which carries out criminal conviction checks for employers.) Information on the Bureau can also be accessed on the Internet at: www.disclosure.gov.uk. If you do not give your permission it will not be possible to consider your application further. As part of its checking procedure the Bureau will also check registers of persons found to be unsuitable to work with vulnerable people which are maintained by the Independent Safeguarding Authority.

Information received from the Bureau will be kept in strict confidence and will be destroyed following the recruitment decision. (Information will be retained for a short period after the selection process has been completed in case the applicant or the appointing manager has any queries concerning the information). You will be sent directly the results of your check by the Bureau.

If the Bureau check discloses a conviction which you had failed to declare this may disqualify you from appointment, or result in summary dismissal if the discrepancy comes to light.

If you would like to discuss whether a conviction you have may debar you from working with children or vulnerable adults you may contact the School for further advice.

EQUAL OPPORTUNITIES MONITORING

### PRIVATE AND CONFIDENTIAL

The School is an equal opportunities employer and aims to ensure people are recruited, selected, trained and promoted on the basis of job requirements, skills, abilities and other objective criteria. The School will ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic or national origins, sex, marital status, sexuality, disability, age, or is disadvantaged by conditions or requirements which cannot be shown to be justified as being necessary for the safe performance of the job.

To ensure equal opportunities policies are being implemented and to comply with legislation please complete the form below and **return with your application form.** The information will be used for monitoring purposes and will not be available to those involved in the selection process.

|  |  |
| --- | --- |
|  | Please complete or select entry |
| Post Applied For |  |
| **Full Name** |  |
| **Gender:** | Female  Male |
| **Date of Birth** |  |
| **Marital Status** | Single / Married / Divorced / Separated / Widowed |

|  |  |
| --- | --- |
| I would describe my cultural and ethnic origin as:  Please select the appropriate description to indicate your cultural background. | |
| White - British |  |
| White - Irish |  |
| Any Other White Background |  |
| White and Black Caribbean |  |
| White and Black African |  |
| White and Asian |  |
| Any Other Mixed background |  |
| Indian |  |
| Pakistani |  |
| Bangladeshi |  |
| Any Other Asian Background |  |
| Black Caribbean |  |
| Black - African |  |
| Any Other Black Background |  |
| Chinese |  |
| Any Other Ethnic Group |  |

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| --- |
| The school seeks to make reasonable adjustments to the work environment and work practice in need to promote the employment of people with disabilities. To assist us in fulfilling our obligations under the Equality Act 2010 Act please answer the following questions:  Do you consider you have a disability or impairment? Yes/ No  (If yes, please provide details below) |
| Printed Signature:  Date: |