



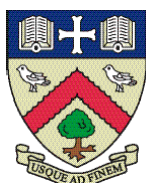
# Cleaning Assistant Candidate Information

September 2023



**CHELTENHAM  
BOURNSIDE  
SCHOOL**

Empowering lives  
through learning



# CHELTENHAM BOURNSIDE SCHOOL



## Welcome to Bournside

### People are at the heart of Bournside.

Rating us as “Good” in all areas, OFSTED saw that “staff well-being, as well as curriculum knowledge, are paramount”. Our staff and students are **Ambitious, Purposeful, Proud, Respectful, Curious, and Supportive**. These are our values and whilst you’ll see them written on our website and on our corridor walls, where you’ll really see them is in the way we work together, the way we talk to one another, the way teachers teach and students learn. All that leads to what OFSTED called “a harmonious school”.

Bournside is a large school with over 200 staff and 1,700 students. That means we have the resources to provide a wealth of opportunities: a sports centre and 4G sports pitches; a fully equipped Drama studio, a large library, specialised English and Maths blocks, 12 science labs and specialist design, technology, computing and media rooms. Our highly successful sixth formers have their own large base with numerous study rooms.

No one gets lost in the crowd, however. Indeed, OFSTED commented on the strong sense of community for both staff and pupils” and that “pupils are ready for learning and engage well with teachers and other adults. Everyone is a member of one of our six houses; coupled with our vertical tutor group model, for students, the house system aims to nurture and enhance a sense of family and community, strengthen home/school communication, and provide opportunities for older students to act as role models for younger students, enabling them to have meaningful conversations about school life and their future aspirations.

It’s not at all unusual for several generations from the same family to have been part of Bournside School. We’ve been part of the community of Cheltenham for many years having moved to our present site in Warden Hill in the early 1970s. Our value to the local community is developed in many ways: working closely with our neighbouring schools, taking the arts into the community, being the central hub for very many sports local sports teams, and, of course, being the school of choice for families in our part of Cheltenham and beyond.

If you have any questions regarding the position please contact Mr. Piers Cardon Facilities Manager on [ptc@bournside.gloucs.sch.uk](mailto:ptc@bournside.gloucs.sch.uk). I would also very much encourage you to visit our school so you can see for yourself why it is a wonderful place to work.

There is a wealth of information about our school on our website, along with an application form should you wish to apply. We also ask for a short supporting statement outlining how you feel your experience, skills, and attributes make you suitable for the role. ***The deadline for applications is Monday 21 August 2023 at 9:00am.***

I look forward to receiving your application to join us in **inspiring lives through learning**.

**Steve Jefferies**  
Headteacher





# CHELTENHAM BOURNSIDE SCHOOL

## Cleaning Assistant

**Start date: Immediately**  
**Salary: £10.42 per hour**  
**Contract: 20 hours per week,**  
**42 weeks per year, permanent**

An outstanding opportunity has arisen to work in Gloucestershire's largest comprehensive school.

We are an established 11-18 single academy trust with a good reputation (Ofsted 'Good' rating 2022), wide catchment, and a strong presence in our community. Our school is consistently oversubscribed with a PAN of 300, and most of our students choose to stay with us for their post-16 study.

We are looking to appoint a cleaning assistant to join our cleaning team. As cleaning assistant, you will provide an efficient and timely cleaning service across the school.



Inspiring lives through learning

**Applications by:**  
**Mon 21 August 2022 9:00am**

You will usually work Monday to Friday 3:30pm to 7:30pm. We can offer flexibility on hours worked. If you are looking for different hours or work on specific days, please state this in your application form.

You will be required to work term time only, on INSET days and three weeks in the school holidays for deep cleans.

We are an equal opportunities employer and value and respect diversity across our whole school community. Bournside is committed to safeguarding and promoting the welfare of children and young people. All posts are subject to an enhanced DBS check. We reserve the right to interview and appoint prior to the closing date.

### Application pack:

[www.bournside.gloucs.sch.uk/school-information/careers-at-bournside/](http://www.bournside.gloucs.sch.uk/school-information/careers-at-bournside/)



**Warden Hill Road, Cheltenham, GL51 3EF | [hr@bournside.gloucs.sch.uk](mailto:hr@bournside.gloucs.sch.uk) | 01242 235555**



## Job Description

### Cleaning Assistant

**Post title:** Cleaning Assistant

**Responsible to:** Cleaning Supervisor

**Hours per week:** 20 hours per week

**Working days and hour:** Monday to Friday 3:30pm to 7:30pm (We can offer some flexibility on hours worked)

**Working Weeks:** 42 weeks per year (term time, plus inset days, plus 3 weeks for deep cleans)

**Contract Type:** Permanent

**Salary:** £10.42 per hour

This school is committed to safeguarding and promoting the welfare of children and young people according to child protection and safeguarding guidelines and expects all staff to share this commitment. A satisfactory enhanced DBS check is required for all Employees.

### Purpose

- To provide an efficient and timely cleaning service across Bournside School.
- To strive to achieve the high standards of work ethic and work quality that is expected when part of the Bournside Team.

### Specific responsibilities

- To carry out cleaning duties in any area allocated by the Cleaning Supervisor to the required standard and within the allocated time (allocated areas are subject to change as required)
- Cleaning all surfaces, fixtures and fittings, by appropriate method, within the designated area of work (apart from any technical equipment cleaned by other departments)
- Cleaning of all hard and soft floor surfaces within the designated area by the appropriate method and using machinery where necessary
- Collecting and bagging of waste and making ready for disposal
- Check that windows are closed and lights turned off before leaving the area
- Ensuring cleaning materials and equipment are used in a safe, efficient and cost effective manner
- Ensuring that all cleaning equipment used is cleaned before returning to the stores
- To report any defects in plant, equipment or the working environment to the Cleaning Supervisor
- To be responsible for your own work with minimal supervision and to work as a valued member of the cleaning team
- Ensuring that health and safety guidelines are followed at all times whilst on the premises and to take reasonable care to safeguard your own safety and that of others with whom you work
- Provide cover for other members of staff who are absent as required (this could mean allocation to other areas as and when required)

- To undertake training in health and safety, the correct use of cleaning chemicals and the use of cleaning equipment such as floor machines, vacuum cleaners and wet pick ups
- Ensuring that users of the building are treated with courtesy, care and consideration
- To take every opportunity to promote a positive image of the cleaning team and the Academy to all users of the building and in the local community

### Special conditions

This job description sets out the main duties of the post at the date it was drawn up. However, it is not intended to be an exhaustive or definitive list. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot themselves justify a reconsideration of the grading of the post. You may be required to carry out other duties commensurate with your role.

## Person Specification

### Cleaning Assistant

Bournside School will use this person specification as the selection criteria for the post, gained from applications, references, and interviews.

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• Commitment to complete relevant training</li> </ul>	<ul style="list-style-type: none"> <li>• Manual handling training</li> <li>• Basic COSHH awareness and health &amp; safety training.</li> </ul>
Experience, understanding, and knowledge	<ul style="list-style-type: none"> <li>• Have cleaning experience.</li> <li>• Knowledge of cleaning systems</li> <li>• Have high standards of work.</li> <li>• Willing to undertake trainings courses that are relevant to the post and that are required for health &amp; safety purposes.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in an education environment</li> <li>• Basic knowledge of first aid.</li> <li>• Knowledge of Safeguarding.</li> </ul>
Personal qualities	<ul style="list-style-type: none"> <li>• Able to adopt a proactive approach to cleaning.</li> <li>• Ability to work effectively within a team environment.</li> <li>• Ability to build effective working relationships with all colleagues.</li> <li>• Ability to promote a positive ethos and work ethic.</li> </ul>	<ul style="list-style-type: none"> <li>• Be willing to undertake a variety of duties when necessary</li> </ul>



## Settling in at Bournside

We will fully support you with your transition to Bournside. The Deputy Headteacher, oversees the provision for new staff, including your induction during the first year of teaching with us to support you in understanding and coping with your new role.

### Induction day

Depending on your start date, you may be invited to an induction day prior to joining us. Alternatively, this will typically be your first day. This full day of training provides information about the aspects of Bournside school life which will be needed as soon as your start, such as:

- School Leadership Structure – who to see for what
- School communication and meeting systems
- Induction procedures, performance management, and professional development
- ICT
- Health and safety procedures
- Safeguarding training
- Key policies
- Introduction to basic training requirements.

### Your mentor

You will also be allocated a mentor – probably your line manager – who will meet with you regularly to ensure you have the support you need.



### Continuing Professional Development

We are forward-thinking in our approach to Continuing Professional Development (CPD) and pride ourselves on the opportunities we offer to support your progression. Whether you join us as a member of teaching or support staff, we invest in your career through whole staff training, sharing best practice, peer observation, personal and departmental development time, focused workshops, external courses, and performance management and review.

We are delighted to have been awarded the Gold Award for Professional Development from the Teacher Development Trust (TDT) in recognition of our CPD provision for teaching and support staff.

The auditor praised the consideration of the needs of all colleagues is a real strength here, in particular considering how best to support the CPD needs of part-time staff and flexible working, showing a real understanding of the impact that a supportive working environment can have on teacher wellbeing and outcomes for students.



## Employee Benefits

### Support Staff

#### General

- Provision of all necessary IT equipment.

#### Lifestyle and wellbeing

- Attractive salary and pension
- Generous annual leave entitlement
- Free one-to-one wellbeing support
- Family friendly policies
- Onsite parking facilities and cycle storage
- Free access to the school's Gym
- Cycle to work scheme
- Discounted gift cards via Voucher Store
- Techscheme – save money on the latest tech from Apple and Currys PC World
- A comprehensive range of staff social events throughout the year
- Our dining centre and Pit Stop Cafe are open between 8:00am and 1:30pm every day.

#### Professional development

- Support to complete further academic study and professional qualifications.

#### Statutory and other benefits

- A wide range of statutory benefits including sick pay, maternity, parental, and adoption leave
- Enhanced Paternity Leave Policy
- We will honour your continuity of service in other state funded schools in relation to sick pay and pension rights.





# Our Values

## We are...

### **PURPOSEFUL**

We persevere to achieve our goals and aspirations

### **PROUD**

We celebrate everyone's effort and achievements

### **RESPECTFUL**

We care about each other and believe in equality and kindness

### **CURIOUS**

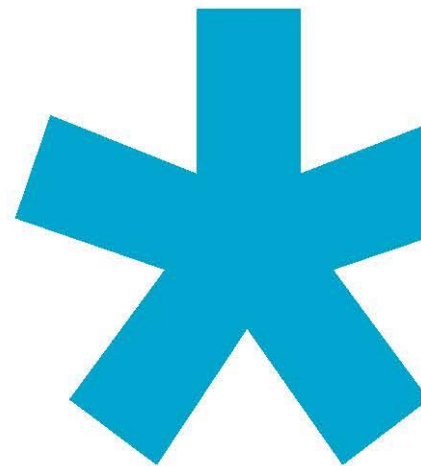
We have enquiring minds and are not afraid of challenge

### **SUPPORTIVE**

We make a positive difference to each other's lives

### **AMBITIOUS**

We aim for the very best in all we do



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