



Cleaner Application Pack



Water Lane
PRIMARY ACADEMY



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Letter from Catherine Paine, Chief Executive Designate

Dear Candidate

Thank you for your interest in this role within the REAch2 Academy Trust.

This is a hugely exciting time for our family of schools. The Trust has been recognised by the Department for Education as being well placed to raise standards and achieve excellence for pupils in a growing number of schools nationwide. We are presented with a rare opportunity to make a real difference to the lives and life chances of so many primary school children – many of whom haven't previously received the educational opportunities they deserve.

The Trust includes schools at all stages of development, from those requiring significant improvement through to existing outstanding schools. As a Trust we are clear about the importance of achieving long term sustainability for our schools. Our vision is to enable individual academies to flourish with real autonomy, whilst also ensuring a strong ethos of support and collaboration across our schools.

Employees within REAch2 belong to a national community of professionals, and benefit from a wide range of networks and development opportunities across the Trust. In time, our best teachers are able to work across schools, develop specialisms and step up to leadership roles within and beyond their own academy. The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike.

Those we recruit are able to demonstrate that they share our values, are highly motivated to work with colleagues within and beyond their school to continuously develop their skills and pursue professional excellence and are committed to providing the highest standards of teaching for all children. If that is you then we would be delighted to receive your application.

Catherine Paine

Chief Executive Designate, REAch2 Academy Trust

Letter from Mr James Kenyon, Headteacher, Water Lane Primary Academy

Dear Candidate

Thank you for your interest in our **Cleaner** post at Water Lane Primary Academy.

Water Lane Primary Academy is a one-form entry primary academy with an excellent reputation in the local area. We are proud to be part of REAch2 Academy Trust – a successful and supportive trust with excellent networks and career opportunities.

We have many caring, committed, supportive and hard-working staff. All visitors to the school comment on how much they enjoy their time with us; the warm welcome from the staff, the excellent behaviour of the children and the high standards at which the building and grounds are kept.

We are privileged to have a newly refurbished building and require a Cleaner to work alongside our excellent site team in maintaining our high standards of hygiene and cleanliness. You will need to be hardworking, reliable, self-motivated, flexible and energetic.

If you would like to come and visit or have any questions, please contact the school. Please note we are currently closed for the summer so the only form of contact is via email admin@waterlaneacademy.org or the school office can be contacted on 01279 417410 from 01/09/22.

Mr James Kenyon

Headteacher, REAch2 Academy Trust

Our Cornerstones and Touchstones

REAch2 is the Cornerstone of the Trust: providing a strong, responsible foundation from which every academy develops and grows. A cornerstone provides a subtle yet paramount role in the construction of a building and ensures that REAch2 is a trustworthy, accountable and inspirational organisation, delivering the best possible learning experience.

REAch2 is defined by the values of **excellence, quality, delivery and standards** – these features give the Trust its enduring attributes and its inherent reliability.

However, what gives each REAch2 Academy its uniqueness are the Touchstones of the Trust (seen on the right). Just as 500 years ago touchstones were used to test the quality of the gold they marked, so too our touchstones find what is precious and set these things apart. They are used to express the values and ethos of the Trust and describe what the Trust wants to be known for and how it wishes to operate.

With good **leadership**, we aspire to develop children academically, emotionally, physically and spiritually. We notice talent and spot the ‘possible’ in people as well as the ‘actual’. Developing potential across our Trust becomes a realisation that there is a future worth pursuing for everyone.

Children deserve **enjoyment** in their **learning** and the pleasure that comes from absorption in a task and achieving their goals. Providing contexts for learning which are relevant, motivating and engaging, release in children their natural curiosity, fun and determination.

Inspiration breathes energy and intent into our schools: through influential experiences, children can believe that no mountain is too high and that nothing is impossible.

REAch2 serves a wide range of communities across the country, and we celebrate the economic, social, cultural and religious diversity that this brings: embracing **inclusion** ensures that we are a Trust that serves all, believing that everyone can succeed.

We take our **responsibility** seriously. We act judiciously with control and care. We don’t make excuses, but mindfully answer for our actions and continually seek to make improvements.

REAch2 is a Trust that has a strong moral purpose, our **integrity** is paramount. Our mission is to change children's lives by providing the very best quality education we can. Through this, children can fulfil their potential, become happy, successful adults, and contribute effectively and meaningfully to society. We welcome the fact that all our decisions and actions are open to scrutiny. You can learn more about REAch2 at our website: www.reach2.org



The role

Post:	Cleaner
School / Location:	Water Lane primary Academy, Broadley Road, Harlow, Essex CM19 5RD
Start Date:	03/10/2022
Contract:	Permanent
Salary:	Salary Range: Essex Pay Scale 2 – National Pay Spine 2 to 3 (£18516 to £18887 pro rata) plus Outer Fringe Allowance (£637 pro rata) Starting Salary: National Pay Spine 2 plus Outer Fringe Allowance (pro rata)
Working hours:	10 hours per week (Monday-Friday, 3:30-5:30pm), 52 weeks per year with holiday entitlement. Weekly hours during school closures are consolidated (e.g., 10 hours over 2 days) so flexibility is required.

We are looking to appoint a cleaner who will be responsible for undertaking cleaning across the school site as directed by the Caretaker. You will need to be able to work under pressure, have an eye for detail and take pride in your work.

We are seeking someone who:

- is hardworking, reliable, self-motivated, flexible and energetic.
- has a working knowledge of Health and Safety measures
- has experience of using cleaning products and equipment

In return, we can offer:

- A welcoming and pleasant working environment within our newly refurbished building
- Training and professional development in school and through the REAch2 Academy Trust
- Friendly and supportive staff and governors

The application

You are invited to submit an application form to Laura Stephenson (School Business Manager) by email to admin@waterlaneacademy.org or if you would like to collect or submit by hand, please email to arrange an appointment as we are now closed for the summer. **Please do not post application forms as our post is not delivered to us during school holiday closures.**

REAch2 Academy Trust have an Equal Opportunities Policy for selection and recruitment. Applicants are requested to complete the Trust's online [Equality & Diversity Monitoring Form](#) separately.

In accordance with our Safeguarding Policy the successful candidate will be required to have an enhanced DBS check.

If you would like to come and visit or have any questions, please contact Laura Stephenson (School Business Manager). Please note we are currently closed for the summer so the only form of contact is via email admin@waterlaneacademy.org or the school office can be contacted on 01279 417410 from 01/09/22.

The application process and timetable

Application deadline:	04/09/2022
School visits:	By appointment (please email)
Interviews:	06/09/2022
Start date:	03/10/2022

The candidates selected for interview will be informed after shortlisting and full details of the interview programme will be provided.

Safeguarding, Safer Recruitment and Data Protection

At REAch2 we recognise that those who work in an academy are in a unique position in their care of children. The responsibility for all staff to safeguard pupils and promote their welfare, as stated in Section 175 of the Education Act (2002) is one that is central to our ethos, our policies and our actions. All children are deserving of the highest levels of care and safeguarding, regardless of their individual characteristics or circumstances, and we are committed to applying our policies to ensure effective levels of safeguarding and care are afforded to all our pupils.

We will seek to recruit the best applicant for the job based on the abilities, qualifications, experience as measured against the job description and person specification. The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

All information is stored securely, and any information supplied by unsuccessful candidates will be destroyed through a confidential waste system six months after the decision has been communicated, in accordance with our information and records retention policy.

The Trust ensures all applicant data is stored and processed appropriately. For further details on how your information will be managed during the recruitment process please refer to our [Privacy Notice for Job Applications](#).

Job Description

Post:	Cleaner
Salary:	Essex Pay Scale 2 – National Pay Spine 2 to 3, plus Outer Fringe Allowance
Responsible to:	School Business Manager, Caretaker

Core Purpose

To provide a high standard of cleaning and hygiene within the Academy.

Responsibilities

- To carry out cleaning in all areas of the Academy as directed by the Caretaker
- To work in accordance with agreed daily routine
- To undertake deep-cleaning during school closures when working hours will be consolidated (flexibility required)
- To carry out as necessary the replacement of roller hand towels, paper towels, toilet rolls and bin liners
- To notify the Caretaker as cleaning products run low
- To undertake training as required
- To notify the Caretaker or other Senior member of staff of any damage to buildings and equipment or of anything you see that may be dangerous to pupils/staff/visitors
- All employees are expected to show a responsible attitude to health and safety and have due regard for their personal safety and that of others
- To respect the confidentiality of information
- To be aware of the high profile of the Academy and to uphold its standards at all times
- To actively promote and support the safeguarding of children and young people in the workplace, ensuring policies and procedures are always observed

Person Specification

	Essential	Desirable
Right to work in the UK	*	
Knowledge/Qualifications and experience		
An understanding of the importance of Health & Safety in the workplace	*	
An understanding of the importance of hygiene in the workplace	*	
Previous experience working in a similar role		*
Experienced in the use of general cleaning products and equipment	*	
Skills, abilities and personal attributes		
Ability to exchange routine verbal information clearly	*	
Ability to follow instructions, policies and procedures	*	
Hardworking, reliable, self-motivated and flexible	*	
Evidence of a commitment to safeguarding and promoting the welfare of children and young people	*	
Commitment to promote and support the aims of REAch2	*	