



**Site Assistant**

**Stoke Damerel Community College / Scott Medical  
& Healthcare College**

## Contents

- **Candidate Letter**
- **Introduction - Greenshaw Learning Trust (GLT)**
- **GLT Mission Statement**
- **GLT Employee Benefits**
- **Terms and Conditions**
- **Job description**
- **Person specification**
- **The recruitment process**

## Introduction

Thank you for your interest in the post of Site Assistant at Stoke Damerel Community College and Scott College Campus

Our Site Assistants are an important and valued role within our popular oversubscribed schools. This is a unique and exciting opportunity to join the campus and further contribute to the life chances of young people in the school and across the Trust.

Stoke Damerel Community College and Scott Medical are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

The Greenshaw Learning Trust is a successful multi academy trust and currently comprises twenty-four schools: seven in South London, five in Berkshire, one in Surrey, eight in Gloucestershire and South Gloucestershire, and three in Plymouth. We are continuing to grow and have further schools joining us soon including a secondary school in Plymouth.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

The school website provides a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information – Email [info@sdcc.net](mailto:info@sdcc.net) or telephone 01752 556065. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Anita Frier  
Headteacher  
Stoke Damerel Community College and Scott Medical and Healthcare College

## **Greenshaw Learning Trust – ‘Always Learning’**

The GLT is a successful multi academy trust that provides high quality comprehensive, non-selective and inclusive education. The Trust is committed to meeting the needs of every student and our schools offer a broad curriculum and wide range of special needs provision in a welcoming and challenging environment.

We are extremely proud of our success, but we are not complacent. We believe that we can – as an academy trust, as schools and as individuals – always improve. We are all ‘Always Learning’.

Each school in the GLT is led by its own leadership team and a governing body, which have the support of the wider Trust to help them achieve their objectives for their school. Being part of the Trust provides our schools with an effective structure, collaboration, and support. Our culture of trust and openness fosters mutual support and continual improvement.

School-to-school collaboration is enabled by regular contact between school leaders. Our shared services professionals provide a wide range of effective, rapid and flexible support, advice and guidance to our schools, including curriculum support, school improvement, staff training and development, admissions, attendance, behaviour, safeguarding and SEND, pupil services, estates, finance, HR, IT, catering, clerking, procurement and governance.

From its establishment as a multi academy trust in 2014, the Trust has grown significantly and currently employs around 2,700 people and educates over 16,750 students. We have approval to open a new secondary special school in South London and we are planning to grow further over the coming months and years. Further information about our schools can be found [here](#).

## **The Greenshaw Learning Trust Mission Statement**

*We are ambitious for our schools and their students. We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background.*

*We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future.*

*We seek to realise the power of individuals and organisations working together in collaboration whilst retaining their individuality, and we recognise that we can always improve.*

## **Greenshaw Learning Trust Employee Benefits**

The GLT recognises that our employees are our most important asset, and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- A supportive ethos and concern for the well-being of all colleagues.
- Excellent CPD opportunities and career progression.
- Employer Contributions to Local Government or Teachers Pension Scheme.
- Cycle to work scheme.
- Gym membership scheme.
- Employee Assistance Programme.
- Eye Care Voucher scheme.
- Childcare Voucher Scheme
- Car Benefit Scheme
- My Health discounts

## Job Description – Site Assistant

This job description forms part of the contract of employment of the successful applicant.

**Reporting to:** Site and Facilities Manager

**Contract:** Permanent

**Salary:** Salary Calculated in line with NJC Grade B. Pay scale, points 3-4  
£20,812 - £21,189 FTE, per annum. Actual Salary 10 hours per week = £4,830.48 -  
£4,917.98. Actual salary 15 hours = £7,245.72 - £7,376.97  
*(Starting point and salary will be determined on appointment, subject to experience)*

**Place of work:** This role will have responsibility that will span across both Stoke Damerel Community College and Scott Medical and Healthcare College. No additional travel is required as the sites are next door to each other.

**Hours of Work:** 10 – 15 hours per week (evenings between 4pm – 8pm) x 39 weeks per year. Exact days and hours to be mutually agreed with the successful candidate

**Probation:** New employees are required to complete a six-month probationary period.

### Main purpose of the role:

The post holder will work as directed by the Site and Facilities Manager on tasks within the general nature of the post commensurate with the post holder's competence and experience. The role is based primarily at the Somerset Place campus.

### Main duties and responsibilities

- Ensuring that the learning and working environment and services across the schools are maintained to a high standard.
- To ensure the cleanliness of all areas of the premises ensuring that external areas are clean, tidy and maintained to a high standard free of litter, weeds, leaves etc.
- To carry out general maintenance of garden areas.
- Assist with the preparation of each school for events, assemblies, parent evenings, exams etc ensuring that furniture and equipment are set out and removed as required.
- Follow a programme of planned maintenance to ensure that safety and essential equipment is maintained and fit for purpose.
- Play a key role in ensuring that all services and utilities are functional across the schools.
- Providing a high standard of porter service and delivering items and equipment to designated departments.
- Ensure that all work is undertaken in accordance with Health and Safety legislation, approved codes of practice and GLT Health and Safety Policy and individual school procedures.
- Make areas safe after adverse weather conditions.
- To carry out building and decoration programmes as agreed with the Management Team.
- To assist in ensuring that all Health and Safety regulations are complied with.
- To attend emergency call outs as necessary.

### General

- Be proactive in contributing to the general upkeep of the buildings

- To attend GLT or school events as required.
- To ensure compliance with GDPR.
- To assist in such duties and activities relating to any of the above areas appropriate to grade as the Headteachers and Governors shall from time to time reasonably require.
- To assist in ensuring the adequate security of buildings at all times.

These responsibilities may be varied from time to time to meet the changing needs of the college.

### **Standards**

Work within the requirements of the Trust's Health and Safety Policy, Keeping Children Safe in Education, performance standards, safe systems of work and procedures.

Undertake all duties with due regard to the Trust's Equalities policy and relevant legislation

### **Personal Development**

Participate in a programme of CPD

This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The line manager may stipulate other reasonable requirements. The job description will be reviewed regularly and may be subject to change.

## Person specification

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
<b>Training, Qualifications and Experience:</b> In their application, candidates will demonstrate that they have the following training, qualifications, and school experience:		
	<ul style="list-style-type: none"> <li>• A good standard of education</li> <li>• An awareness of Health &amp; Safety within the workplace and Approved Codes of Practice</li> <li>• Previous experience in a similar environment</li> <li>• Ability to perform non-technical and routine maintenance tasks to a high standard</li> <li>• Good all-round maintenance knowledge and skills</li> <li>• Certified and competent in using power tools</li> <li>• Have basic IT skills in Microsoft office</li> <li>• Good verbal communication skills</li> </ul>	<ul style="list-style-type: none"> <li>• Previous experience as a Site Assistant</li> </ul>
Criteria	Essential	Desirable
<b>Personal and Professional Qualities and Attributes:</b> In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	<ul style="list-style-type: none"> <li>• Ability to manage time effectively</li> <li>• Have a good understanding of Health and Safety at work and Approved Codes of Practice</li> <li>• Ability to meet the physical demands of the role</li> <li>• Able to work independently without supervision</li> <li>• Able to work effectively as part of a team</li> <li>• Ability to be flexible and supportive to colleagues</li> <li>• Be comfortable working around young people and understanding the ethos of the MAT</li> <li>• Punctual, reliable and trustworthy</li> <li>• Enthusiastic &amp; hardworking</li> </ul>	

## Application Process

### Application

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website [www.greenshawlearningtrust.co.uk/join-us/staff-vacancies](http://www.greenshawlearningtrust.co.uk/join-us/staff-vacancies)

The recruitment process is managed via your online account, and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than two sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application.

Applications must be received no later than Midnight **on Wednesday 1<sup>st</sup> February 2023**

Candidates are advised to submit their applications as soon as possible as GLT reserve the right to close the advert at any time should we have received sufficient applications.

### Shortlisting

Shortlisted applicants will be invited by telephone or email to attend a formal interview process. Please make sure you have clearly indicated day and evening telephone numbers on which you can be reached. References will be taken up after shortlisting if consent is provided.

### Interview Process

Interview date is to be confirmed. Applicants may be asked to undertake a practical or observational task related to the knowledge and abilities in the Person Specification.

### Notification of outcome

Candidates will be notified of the outcome as soon as possible following the interview process. Please ensure you have given day and evening telephone numbers on which you can be reached.

### Feedback

Unsuccessful shortlisted applicants will have the opportunity for professional feedback during the week following the interviews

### Taking up post

The successful candidate will take up post **as soon as possible**

***GLT is committed to safeguarding and promoting the welfare of children and young people therefore, this appointment will be subject to vetting, including an enhanced DBS check and a barred list check.***