## JOB TITLE: Site Assistant

**REPORTS TO: Headteacher**

**BAND: Grade B (Thurrock)**

**JOB PURPOSE**

To provide a comprehensive support service including key holding, security and janitorial duties and assist in the general maintenance and cleaning of the School. To be responsible for the facilities in the absence of the Site Manager.

**KEY CORPORATE ACCOUNTABILITIES**

* To actively promote the Trust’s Equal Opportunities Policy and Diversity Strategy and observe the standard of conduct which prevents discrimination taking place
* To maintain awareness of and commitment to the Trust’s Equal Opportunity Policies in relation to both employment and service delivery
* To fully comply with the Health and Safety at Work Act 1974 etc, the Trust’s Health and Safety Policy and all locally agreed safe methods of work
* At the discretion of the Headteacher, such other activities as may from time to time be agreed consistent with the nature of the job described above
* To work with colleagues to achieve service plan objectives and targets
* To participate in Employee Development schemes, Performance Management and contribute to the identification of own team development needs

**PRINCIPAL ACCOUNTABILITIES**

* opening and closing of premises.
* Key holder responsibilities. Provide access to the premises in the event of fire, flood, breaking and entering, snow and other emergency situations.
* Carry out required duties in connection with approved lettings of premises and after school activities.
* Report in accordance with agreed procedures any trespass on the premises, damage from intruders and unauthorised parking of vehicles

# Maintenance

* Check building for routine maintenance matters and vandalism, reporting and taking appropriate action when necessary.
* Undertake day-to-day maintenance duties, reporting to Site Manager any faults requiring specialist attention. Ensure replacement of light bulbs, tubes, diffusers as required.

## Caretaking

* Ensure drainage systems, including foul drains, are free from blockages and arrange to clean when necessary, within the capabilities of the post holder and being mindful of Health and Safety regulations.
* Ensure footpaths, car parks, shrubberies and paved areas are kept in clean and tidy condition.
* Take delivery of, if appropriate store, laundry, stationery, materials and other goods. Carry out porterage duties within the School.
* Operate and monitor the heating plant and temporary heating equipment to, whenever possible, maintain appropriate temperatures, in line with the School’s Policy on energy conservation. Carry out frost protection procedures.
* Clean boiler house, stock/storerooms and other designated areas of the building, identified through consultation with the Site Manager. Clean toilets during session times, as necessary. Periodically de-scale toilet furnishings and showerheads, surfaces and channels. Perform other emergency cleaning required due to accidents, illness, vandalism, building and equipment failure.
* Perform such other duties as reasonably corresponding to the general character of the post.
* Direct contractors to sites of repairs and maintenance work, confirm that work has been completed and report deficiencies
* Deal with enquiries from members of staff, contractors and members of the public.

The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties that may be required from time-to-time. Any such duties should not, however, substantially change the general character of the post.

***This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.***

I confirm that I have read and understood, and that I accept, the above job description:

Signature : …………………………………… Date: ……………… Name in full ……………………. …….

**PERSON SPECIFICATION**

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| **General heading** | **Detail** | **Examples** |
| Qualifications & Experience | Specific qualifications & experience | Caretaking experience ideally in a school setting  Janitorial/cleaning experience  A background in any combination of electrical, plumbing, gardening, carpentry and decoration skills would be an advantage |
| Knowledge of relevant policies and procedures | Knowledge of procedures for using cleaning equipment and chemicals |
| Literacy | At least English GSCE (A-C) level or equivalent |
| Numeracy | At least Maths GSCE (A-C) level or equivalent |
| Technology | Knowledge of basic ICT to support role  Ability to use general site equipment |
| Communication | Written | Ability to complete basic forms |
| Verbal | Ability to exchange routine verbal information clearly |
| Languages | Seek support to overcome communication barriers with children and adults |
| Negotiating | Ability to follow instructions |
| Working with children | Behaviour Management | Understand the school’s behaviour management policy |
| SEN | Understand and support the differences in children and adults and respond appropriately |
| Curriculum | Basic understanding of the learning experience provided by the school |
| Child Development | Basic understanding of the way in which children develop |
| Health & Well being | Understand and support the importance of physical and emotional wellbeing |
| Working with others | Working with partners | Understand the role of others working in and with the school |
| Relationships | Ability to establish rapport and respectful and trusting working relationships with colleagues |
| Teamwork | Ability to work effectively with a range of adults |
| Information | Know when, how and with whom to share information |
| Responsibilities | Organisational skills | Good organisational skills |
| Line Management | N/A |
| Time Management | Ability to manage own time effectively |
| Creativity | Demonstrate ability to resolve routine problems independently |
| General | Equalities | Awareness of and commitment to equality |
| Health & Safety | Understanding of Health and Safety in respect of using cleaning equipment and chemicals  Basic understanding of general Health & Safety |
| Child Protection | Good understanding of and commitment to child protection procedures |
| Confidentiality/Data Protection | Understand procedures and legislation relating to confidentiality |
| CPD | Be prepared to develop and learn in the role |