



**The
Whitstable
School**

Site Assistant
INFORMATION

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Dear candidate

I am delighted that you are interested in joining our amazing team at The Whitstable School. In recent years, the school has gone from strength to strength and is now oversubscribed. Our results have steadily improved over the last five years and parents and pupils are happy with the excellent education that the school provides. [Click here](#) to view our prospectus.

Whitstable is a highly desirable seaside town which is popular with tourists in the summer and commuters from London all year round. Our children tend to walk to school and enjoy the beautiful views of the local coastline from many classrooms. There is a thriving community in Whitstable and the town is well known for its commitment to the arts, hosting a writing festival each year as well as the annual 'Oyster Festival' visited by thousands. Live music can be heard all year round and the school works with local groups to host events and workshops.

Our motto is 'Learn Locally, Think Globally' and we are an International Baccalaureate school. Students in our successful sixth form choose from a range of A Levels, vocational and IB courses. In recent years, pupils have visited a range of exciting international destinations.

We have created a 'knowledge curriculum with an oracy focus' and take every opportunity to encourage pupils to communicate and share ideas. Our exhibition programme is entirely pupil led - local people visit to hear students debate, perform and discuss the issues of the day. Our school has wonderful, purpose built facilities. Our permanent Exhibition Hall showcases pupils' work from all subject areas.

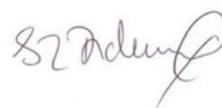
At The Whitstable School, we know all of our pupils and take the time to support and guide them towards targets and goals that are realistic and personalised. Whilst grades are important, school is about so much more than academic achievement. We seek to celebrate our pupils' talents and skills at every opportunity and are proud of what we achieve together as a school community.

As a new colleague, we will make you feel welcome. You will have a buddy and a 'Menu of Learning Opportunities' including CPD for induction, the chance to talk to senior colleagues about the work they do in school and opportunities to participate in learning walks to capture examples of great practice. Our Schools Direct programme has record numbers of enthusiastic participants and there are programmes of CPD for staff at all stages of their careers.

I look forward to hearing from you. Please do not hesitate to contact me if you have any questions or would like to know more.



Ana Gibson
Headteacher



Suzanne Dickson
Executive Headteacher

JOB DESCRIPTION



Job Title: Site Assistant
Grade: SAT 4
Responsible to: Site Manager

Purpose of the Job:

To assist in the maintenance and security of the school premises and site, ensuring a safe working environment, as directed.

Main duties and responsibilities (Accountabilities):

- Maintain security of the site, i.e. opening and closing of the premises including those for lettings, fixing and reporting any problems, attend to all contractors visiting or working on site, to ensure a safe environment and liaising with line manager as appropriate.
- Act as a designated key holder, providing out of hours and emergency access to the school site on occasion.
- Undertake general repairs and maintenance around the establishment, inside and out, including decorating, litter picking, repairs on furnishings and buildings, including woodwork to ensure a safe environment is maintained.
- Ensure resources such as cleaning supplies and equipment are stored and maintained appropriately.
- Support the cleaning team by covering for absences, in general cleaning, i.e. buffing/polishing floors, cleaning windows and toilets to maintain a tidy appearance across the site.
- Operate and regularly check systems such as heating, cooling, lighting and security (including CCTV and alarms) to ensure the day to day needs of the establishment are met.
- Undertake general portage duties, including moving furniture and equipment within the school, to ensure supplies are correctly handled and appropriately delivered.
- Perform duties in line with health and safety regulations (including COSHH) and take action where hazards are identified, report serious hazards to line manager immediately.
- Ensure the operation and maintenance of specialised equipment following training, for example sports/theatrical equipment.
- Facilitate school events and external lettings and carry out associated tasks, in line with local agreements.
- Deputise for the Site Manager in periods of absence, sometimes at short notice.
- Travel to other Trust school sites to provide additional support / cover as and when needed.

The duties / responsibilities of this post may vary from time to time according to the changing needs of the Trust services.

PERSON SPECIFICATION



CRITERIA		ESSENTIAL/ DESIRABLE
Qualifications	Proficient technical and practical skills relevant to the job.	E
Experience	Experience of working in a school or maintenance / building industry.	E
	Willingness to undertake appropriate training and professional development.	E
	Experience within the construction or maintenance industries.	E
	Evidence of relevant training e.g. asbestos awareness, water hygiene.	D
	Evidence of Health & Safety training, e.g. working at heights, COSHH.	D
	First Aid training.	D
	Clean driving licence.	D
Knowledge and Skills	Able to carry out maintenance and other practical tasks, such as basic plumbing, carpentry, electrics, decorating and deep cleaning.	E
	Able to recognise and to deal with emergency situations.	E
	Basic written and numeric skills.	E
	Basic ICT skills.	E
	An understanding of the issues surrounding the safeguarding of children and commitment to child welfare and safety.	E
	Ability to maintain accurate and timely records as required by the role e.g. contractors' schedules, etc.	D
	Use of a range of basic tools and machinery e.g. lawn mowers, kitchen equipment and cleaning equipment etc.	D
Personal Qualities	Strong work ethic and capacity for hard work.	E
	Ability to relate well to colleagues and pupils.	E
	Flexibility in approach to completion of work.	E
	Ability to work under pressure and meet strict deadlines.	E
	Ability to undertake work minimising disruption to others, ensuring tasks are carried through to completion.	E
	Knowledge and a genuine interest in educational issues and how they apply to this school.	D

OVERVIEW

Since its creation in September 2010, Swale Academies Trust has developed into one of the South East's leading Multi-Academy Trusts.

Our purpose is to develop good and outstanding schools and ensure the rapid improvement of schools with challenges. The Trust is an organisation which is driven by the belief that all children deserve a good quality education where they are seen as individuals and above all are exceptionally well cared for.

As the Trust has grown and developed, we continue to ensure that effective school support and leadership is maintained. The Trust's approach to school improvement is based on a combination of CPD, capacity building and collaboration, with a relentless focus on teaching and pupil progress, in order to effect rapid and sustained improvements in outcomes for young people.

Swale Academies Trust – Schools

Primary

- Beaver Green Primary School, Ashford
- Istead Rise Primary School, Istead Rise
- James Dixon Primary School, Bromley
- Langney Primary Academy, Eastbourne
- Parkland Infant School, Eastbourne
- Parkland Junior School, Eastbourne
- Regis Manor Primary School, Sittingbourne
- Shinewater Primary School, Eastbourne
- South Borough Primary School, Maidstone
- Westlands Primary School, Sittingbourne



Secondary

- Meopham Secondary School, Meopham
- Peacehaven Community School, Eastbourne
- The Eastbourne Academy, Eastbourne
- The Holmesdale School, Snodland
- The North School, Ashford
- The Sittingbourne School, Sittingbourne
- The Turing School, Eastbourne
- The Whitstable School, Whitstable
- Westlands Secondary School, Sittingbourne



Central Support Services (based at Trust Head Office), Ashdown House, Sittingbourne

- Human Resource Team
- Finance Team
- ICT Team
- Building / Estate Management

The Application Process

Applications will only be accepted from candidates completing the appropriate application form. All sections of the form which are applicable to you must be completed as clearly and fully as possible.

Please note CVs will not be accepted in place of a completed application form.

Application forms can be found on the Kent-Teach website and all electronic applications should be made via this route. Alternatively, completed forms can be sent by post to the following address:

Ms D Possee
The Whitstable School
Bellevue Road
Whitstable
Kent
CT5 1PX

The Shortlisting and Interview Process

After the closing date for this post a panel will conduct the shortlisting process. You will be selected for interview based entirely on the contents of your application form, it is therefore important that you fully read the Job Description and Person Specification prior to completing your form.

After the shortlisting process has been completed candidates who have been selected for interview will be informed, and provided with full details of the interview programme. If you have not heard from us within 10 working days of the closing date for this post, you have, on this occasion, unfortunately been unsuccessful.

All candidates who are invited to interview must bring the following original documents:

- Documentary evidence of right to work in the UK
- Visual identification which includes a photograph, usually a passport or driving licence
- Documentary proof of current name and address
- Where appropriate any documentation evidencing change of name
- Certificates of educational or professional qualifications that are necessary or relevant for the post

Conditional Offer

Any offer of employment will be conditional upon a number of formalities, including, but not restricted to the following:

- Verification of right to work in the UK
- Receipt of two satisfactory references
- Verification of identity checks and qualifications
- Satisfactory enhanced DBS check, as well as additional checks that may be appropriate if you have worked or been resident overseas in the previous five years
- Satisfactory pre-employment health clearance
- A check against the Teacher Service Register for any teaching prohibition or restriction orders where you are applying for a teaching role or if you have previously held a teaching role in past employment.

Safeguarding

Our Trust has robust safer recruitment procedures to help prevent unsuitable people from working with children.

All individuals working in any capacity at our Trust will be subjected to safeguarding checks in line with the statutory guidance Keeping Children Safe in Education.

Retention of information

All information is stored securely and any information supplied by unsuccessful candidates will be destroyed through the confidential waste system after six months from the date of the interview, in accordance with our retention of records procedure.

Privacy Notice

Please refer to the Trust's Privacy Notice for job applicants for information about how we use any personal data about them we hold.

This can be downloaded here: <https://www.swale.at/page/?title=Privacy+Notice&pid=33>



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