



THE MAGNA CARTA SCHOOL



Our school is a safe, caring and happy place where each day offers new challenges that allow us to flourish and achieve our best

# Candidate Brief

## Site Assistant



Unity Schools Trust  
*'Excellence through collaboration'*



**Dear Applicant**

**Site Assistant**

Thank you for showing an interest in the post of Site Assistant at The Magna Carta School.

We are seeking to recruit a person who has a passion for working in facilities and maintenance and can provide high quality technical support and assistance for the school.

High quality learning and teaching is at the heart of everything we do at The Magna Carta School. We believe that it is the quality of our staff that produce the excellent outcomes for the students in our care.

The Magna Carta School is a high achieving school of 1,250 students between the ages of 11 and 16. We are proud of our history of success and our reputation in the local community. The school is well known as a place of excellence and we are very proud of our academic, sporting, artistic and community achievements. Last year our students broke all records when 69% achieved 5+ A\*-C/9-4 including Maths and English.

As a founder member of the Unity Schools Trust and the 2015 Learning Partnership, we are determined to enhance lives for young people across this area of Surrey. This partnership of high achieving schools provides the opportunity to share best practice with a wide range of like-minded colleagues.

I invite you to visit our school and see for yourself the opportunities which are open to you.

The closing date for this post is **Friday 1 June 2018 at 12 noon**. Interviews will take place on as soon as possible thereafter although we reserve the right to interview suitably qualified candidates on receipt of application. Please do not hesitate to contact Mrs Rebecca Daniels, HR Manager at [vacancies@unityschoolstrust.co.uk](mailto:vacancies@unityschoolstrust.co.uk) if you wish to arrange a visit to the school prior to interview.

Yours faithfully

**Dr Kathy Janzan**  
**Head of School**



## Why Work With Us?

At The Magna Carta School, we are justifiably proud of our achievements. We are truly dedicated to the community that we serve and recognise every young person as an individual who has their own special talent which needs to be nurtured. We encourage every student to be the best they can be and as a staff work hard to create a learning environment that is not only stimulating and celebratory but also, most importantly, meets the needs of every young person in our care. By maintaining a culture and ethos in the school that is reflected by our school motto: Respect...Learn...Aspire...Achieve, we are encouraging students to become self-assured, considerate, and understand their role in society and the rights and responsibilities that this brings.

In a rapidly changing world in which our young people are presented with many exciting opportunities, our staff are dedicated to preparing our students for the challenges ahead. We want them to become independent thinkers, develop resilience and make positive contributions to our community.

Our commitment to continuous improvement means that we have a systematic approach to attracting, training and retaining the highest quality teachers and support staff, all of whom want to create the best possible opportunities for the students to succeed. We believe that student success not only depends on what the school provides but also on the quality of relationships between the home and our school. To provide this positive environment we strive to employ excellent staff who want to give, and gain, from the enriched learning environment. They work well together to make this school a successful and happy community.

Hopefully you have an impression of the positive vision and ethos of our school and believe that we are a school that would provide you with the support and challenge you need.

If you want to work in a school where the staff are the most valuable asset then look no further!!

This is a permanent full-time role within the team (subject to a six month probation period) for 36 hours per week. The salary will be based on Grade S4 with a range of £17,323 to £19,677 (dependent upon experience).



## What We Are Looking For

The Magna Carta School has a large site with one main building and several subsidiary buildings. The grounds are extensive and currently managed by an external contractor. The school has recently been successful in applying for a grant for improvements that will be managed by an external contractor. There is a team of four site staff who support in the maintenance and improvement of the site.

If you decide to join The Magna Carta School you will have the opportunity to work with a team of committed teachers and support staff who have a young person's best interests at heart.

We are looking for passionate, enthusiastic staff who will:

- Contribute to the further development of a strong and forward looking team;
- Be innovative to gain best outcomes for the school;
- Be able to make positive relationships with students, staff and other stakeholders alike.

When you join our team you can expect an exceptional breadth of experience and a steep learning curve. You can be certain that we will heavily invest in your professional development.

## Contact Us

For more information please contact the school office on 01784 454320 between 8.00am and 4.30pm or email vacancies @unityschoolstrust.co.uk.

The school is located at Thorpe Road, Staines-upon-Thames, Surrey TW18 3HJ.





## The Role

By its nature this role is a physical one that will require the lifting or carrying of equipment, pushing or pulling of items of moderate weight, and occasionally exposure to disagreeable and unpleasant working conditions.

The school will provide the successful candidate with appropriate training to undertake the role, including working at heights, manual handling and, where required, minibs training. Suitable clothing, including footwear, will be provided.

Members of the site team work a rotating shift system with the expectation of attending the site on some weekends to manage lettings on an agreed basis as overtime. During schools holidays the shifts may be condensed to facilitate tasks such as maintenance, decorating and other tasks.

The site team has a well-resourced office and workshop.

## Staff Benefits

Alongside our continued focus on professional development we also offer a well-being and medical treatment package with benefits including:

- [Physiotherapy](#)
- [Online Health Management System](#)
- [Relationship and Stress Counselling](#)
- [Medical Treatments for a range of conditions](#)

Staff are also able to subscribe to a package that gives a range of flexible benefits that include childcare vouchers and staff discounts.



## A Commitment to Training and Professional Development

We are committed to recruit, develop and support excellent staff and provide a range of opportunities to enable staff to reach their full potential.

## Interview Process

### Shortlisting

Only those candidates meeting the right criteria will be taken forward from application.

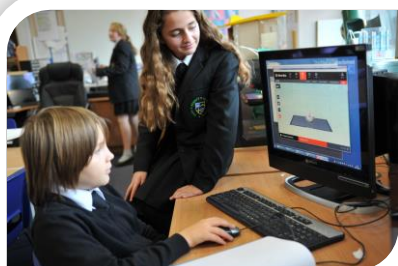
### Interview

Those shortlisted will take part in an in-depth process that will include an interview, practical exercise and a school tour.

Candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

### Reference Checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.



“Staff are hugely positive about the school. Pupils and staff feel respected and motivated to do their best.”

**Ofsted 2017**

*The Magna Carta School is operated by the Unity Schools Trust which is a charitable company limited by guarantee and registered in England and Wales with company number 07692130. The Registered Office is at Thorpe Road Staines upon Thames TW18 3HJ*



## Where Are We Located?

### Rail

The Magna Carta School is located between Egham and Staines train station. From each station it is a 10-15 minute bus journey and a short car journey from the stations. Staines railway station is on the Waterloo to Reading line. The average journey time between London Waterloo and Staines is 35 minutes. On an average weekday there are 84 trains per day travelling from London Waterloo to Staines.

### Bus

Bus routes 305, 71 and 446 all stop outside the school. These can be picked up from outside the station.

### Car Parking

The Magna Carta School has parking onsite, which is available upon request for candidates. If you wish to drive please contact us to arrange a space. Only those candidates meeting the right criteria will be taken forward from application.

## Local Area

**Runnymede** is a water-meadow alongside the River Thames in the English county of Surrey, and just over 20 miles (32km) west of central London. It is notable for its association with the sealing of Magna Carta, and as a consequence is, with its adjoining hillside, the site of memorials.

**Windsor Great Park**, the only Royal Park managed by the Crown Estate, was once part of a vast Norman hunting forest which was enclosed in the late 13<sup>th</sup> century. The 2,020 hectares (5,000 acres) of parkland, which includes a deer park, is a varied landscape of formal avenues, gardens, woodland and open grassland. The antiquity of the landscape is enhanced by the scattering of great ancient oaks for which the Great Park and its forest are renowned. The Great Park is an ever more popular destination for recreational activity, with close to three million people visiting every year to run, walk or ride.

**Thorpe Park** is a theme park between the towns of Chertsey and Staines. The park is mainly geared towards a young adult/teenage audience due to the vast majority of signature attractions being roller coasters and thrill rides.

**Theatre Royal**, Windsor, a diverse range of shows from live music acts to dramatic theatre, plus a picture house cinema.

**PureGym** Staines is proud to offer members access to all the essential exercise equipment, a timetable of free fitness classes and a team of experienced personal trainers with bags of motivation.

**Spelthorne Leisure Centre** can be found in the heart of Staines-upon-Thames in Middlesex. Everyone Active is one of the UK's leading activity brands, whose mission is to be everyone's first choice for activity.

## Job Description

Job Title: **Site Assistant**

Reporting to: Site Manager

## Job Purpose

To support the Site Manager to ensure that the premises and its contents are appropriately maintained, cleaned, secured and fit for purpose in line with all relevant legislative requirements.

The duties detailed in this job description provide a summary of the main areas of responsibility. Other duties may be required within the detailed hours of employment at the direction of the leadership team.

## Key Responsibilities

### Support the Site Manager in the following areas:

- Cleaning – to keep clean, or supervise the cleaning of, all areas of the school including emptying bins (including recycling), daily litter collection, liaising with refuse collectors and cleaning contractors and emergency cleaning during the school day
- Portage – to deliver supplies and move items of furniture as directed and within an agreed timescale
- Supplies – check supplies of products such as personal hygiene, paper and sundry items and replace as required
- Maintenance – to undertake general maintenance within capability and training, including plumbing, heating, carpentry and glazing
- Security – assist with, and where required have responsibility for, locking and unlocking of all areas of the site including regular setting of the alarm. There may be occasions where response is required to an alarm call-out in the absence of the site manager.
- Minibus – ensuring appropriate maintenance of transport and driving, when required
- Health and Safety – to comply with regulations with respect to a school premises as directed, and relevant standards and legislation including safe access to buildings and classrooms in the event of snow or other emergency situations
- Utilities – record utility usage where directed
- Improvement Work – to assist or instigate an annual programme of minor maintenance and decoration that will include painting, removal of graffiti and termly inspections of the site
- Lettings – to provide supervision of lettings and assistance where required
- Contractors – to provide supervision and assistance to external contractors as required
- Delegation – carry out managerial duties in the absence of the Site Manager
- Record Keeping – maintain records on building systems and their use where appropriate



### Communication and working with Colleagues:

- Support and maintain collaborative, productive working relationships with all staff and professionals from outside agencies to support the effective running of the school
- To read on a daily basis and act upon if necessary all emails
- Attend staff briefings in line with the school communication policies set out in the staff handbook
- To attend training and development sessions on staff inset days and open evenings where contracts permit

### Personal Development:

- Take responsibility for your own continuing professional development by using the school management system on a regular basis
- To be aware of school procedures and comply with school policies
- To follow the school Staff Sickness Procedure

### Knowledge and Understanding:

- Principles and practices of effective site management
- Contribute to the development of the policies and procedures of the site management team
- Keep well informed with regards to working practices that impact on your role
- Ensure that all work is conducted in line with school and departmental policy on health and safety

### Skills:

- Promote the school's aims positively
- Demonstrate good personal relationships within a team
- Demonstrate effective communication skills to a variety of audiences
- Create a happy and effective working environment
- Deal promptly and effectively with procedures

### Principal Accountabilities:

- Provide appropriate support for the school to remain a safe working environment for all stakeholders
- Engage in appropriate training to ensure the most effective techniques can be employed to support the school
- Ensure that the school's safeguarding processes and procedures are followed and regular training attended
- Dress appropriately for your role but with the same high standards as expected for students at all times (see staff handbook for more detailed information)

## PERSON SPECIFICATION

Application Form AF; Work-related task T; Interview I; Certificate C; References R

Skills	Essential	Desirable	How Assessed
Basic DIY/practical skills	√		AF/T
Knowledge of good practices in building services	√		AF/I
Excellent interpersonal skills	√		AF/I
Good organisational and planning skills	√		AF/I/R
Formal health and safety training		√	AF
Ability to analyse tasks and establish how they may be best achieved	√		AF/T/I
Excellent organisational and planning skills	√		AF/I/T
Full clean driving licence		√	AF
Effective communication skills	√		AF/I
Experience of maintaining records, using IT systems and paper based methods		√	AF/I
Have the capacity to manage own work pressure	√		AF/I



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**Ofsted 2017**



Experience	Essential	Desirable	How Assessed
Experience of practical work in a buildings-related field		√	AF/I
Successful experience in a directly relevant role		√	AF/I
Experience of working in a school or similar environment		√	AF
Worked in a service industry		√	AF

Education & Qualifications	Essential	Desirable	How Assessed
Qualifications/experience commensurate to the role	√		AF/C
English and Maths qualification equivalent to GCSE	√		AF/C
Post Graduate Qualification		√	AF/C
Relevant professional development over the last 2 years		√	AF/C

Equal Opportunities	Essential	Desirable	How Assessed
Commitment to ensuring inclusion, addressing diversity and access	√		AF/I
Must be able to recognise discrimination in its many forms and willing to put equality policies into practice	√		AF/I

## Review and Amendments

The job description should be seen as enabling rather than restrictive and will be subject to regular review.

Please note that this school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

## Special Requirements

An enhanced Disclosure and Barring Service (DBS) check will be requested in the event of a successful applicant and references will be requested.