Candidate information pack

BETHANY

Cleaner

Bethany School.
Altogether Original.

Welcome from the Headmaster



I am delighted you are interested in working at Bethany School, and I look forward to welcoming colleagues to our community at an exciting point in the school's development.

Choosing the right school to work in is a significant decision. It requires confidence that you will be part of a community where you are valued, supported and able to make a meaningful contribution. At Bethany, that sense of trust and shared purpose underpins everything we do.

Bethany is a vibrant and forward-thinking co-educational day and boarding school. Set within a beautiful 60-acre rural campus in Kent, we provide an inspiring environment in which both pupils and staff can thrive.

What makes Bethany distinctive is the balance we offer. We combine strong academic ambition with a structured, nurturing environment. Our intentionally small community ensures that every pupil is known personally, supported pastorally and guided academically, and that every member of staff plays a visible and valued role. No individual is lost in the crowd.

Academically, our pupils achieve excellent outcomes and progress confidently to leading universities. Equally important is the way in which they develop independence, resilience and self-belief, qualities honed through the expertise, care and commitment of our staff.

Bethany is also a place where colleagues work collaboratively and support one another to deliver an inspiring educational experience. We are proud of our talented, friendly and dedicated staff body, and we place great importance on professional development, wellbeing and creating opportunities for staff to grow and flourish in their roles.

If you are seeking a school where you can make a real impact, be part of a supportive and ambitious team and contribute to a thriving community, I warmly encourage you to consider Bethany.

I look forward to welcoming you.

Paul Jones

Paul Jones FCCT, MEd, BA (Hons)

BETHANY SCHOOL · BETHANY SCHOOL ·

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About Bethany School

Bethany School is a leading independent co-educational day and boarding school for pupils aged 11-18, set set within a beautiful 60-acre campus in the heart of the Kent countryside. We are a school defined by ambition, warmth and a strong sense of community, a place where both pupils and staff are known, valued and supported to succeed.

At our heart, Bethany is a school for individuals. We pride ourself on being inclusive and aspirational, “a school for the careful and the courageous, the modestly brilliant and the brilliantly modest”, where every pupil is encouraged to grow in confidence and achieve their full potential.

At Bethany, we combine strong academic ambition with a genuinely supportive and nurturing environment. Pupils achieve excellent outcomes, with the school ranked among the top performers nationally for A Level progression, and all Sixth Form leavers progressing to their first or second choice university.

Small class sizes and a focus on individual attention enable teachers to engage and challenge every pupil, ensuring strong progress across a broad range of abilities. This personalised approach is central to our success and underpins our reputation for helping pupils flourish academically and personally.

Bethany School has been rated ‘Excellent’ in all areas by the Independent Schools Inspectorate (ISI) in our most recent inspection, reflecting the quality of both our academic provision and pastoral care.



> “The size of the School, pupil and teacher relationships, the location and family atmosphere all combine to make Bethany an excellent working environment.”
>
> **- Bethany Teacher**



Bethany is widely recognised for our friendly, inclusive and down-to-earth atmosphere. We describe ourself as “an extension of the home”, a place where wellbeing is paramount and where pupils feel safe, supported and able to thrive.

This sense of community is strengthened by:

- A successful house system that encourages belonging and healthy competition;
- A close-knit boarding environment where pupils from different backgrounds live and learn together;
- Strong relationships between staff and pupils, supported by small class sizes and excellent pastoral care.

Staff frequently highlight the “family atmosphere” of the school, where collaboration, mutual respect and shared purpose are central to daily life.

Continued >>>



> Without Toby being at Bethany, he wouldn't have been able to achieve the results he did. The key thing for us is that every day he came home happy, with a smile on his face. In his previous schools, he never had that. It's a big thumbs up to Bethany, thank you very much.
>
> **- Parent of Year 11 pupil**

Bethany is a school with both heritage and ambition which is proud of its traditions, yet forward-looking in its approach. It is a place where individuals matter, where relationships are strong and where education is both rigorous and deeply human.

For those seeking to join a school where they can make a genuine impact, contribute to a thriving community and be part of a shared commitment to excellence, Bethany offers a compelling and distinctive environment.

Located near the village of Goudhurst in Kent, Bethany offers the best of both worlds: a safe, spacious rural setting combined with excellent connectivity. The school is within easy reach of London and major international transport links, and with a fleet of 15 private minibuses (and growing!), Bethany is truly accessible for both day pupils and boarders.

The campus provides a well-resourced and modern learning environment, with facilities that support a broad and engaging curriculum. Alongside academic study, pupils benefit from a rich co-curricular programme, including sport, performing arts, creative activities and weekend trips for boarders.

Education at Bethany goes beyond academic results. The school is committed to developing well-rounded, confident young people who are prepared for life beyond school. Through a combination of classroom learning, enrichment opportunities and pastoral support, pupils develop:

- Independence and resilience;
- Confidence and self-belief;
- Strong interpersonal and leadership skills.

The daily structure of the school, including dedicated time for activities and enrichment, reflects this commitment to a balanced and holistic education.

For staff, Bethany offers a highly rewarding professional environment. The school's size and ethos mean that colleagues are able to build meaningful relationships with pupils and each other, contributing to a strong sense of teamwork and shared purpose.

There is a clear commitment to:

- High-quality teaching and learning;
- Professional development and career progression;
- Staff wellbeing and support;
- Innovation and continuous improvement.

Safeguarding and pastoral care are central to the school's culture, with all staff playing an active role in ensuring pupils are safe, supported and able to succeed.



Bethany's Aims, Ethos and Vision

Bethany aims to provide an innovative and creative education relevant to the 21st century;

- Provide each pupil with a tailored, innovative and relevant education within a caring community.
- Enable each pupil to maximise their abilities and achieve their personal objectives – academic, artistic, sporting or excellence in other fields.
- Ensure all pupils, including the more able, are approlriately challenged.
- Use Information Technology to maximum effect in teaching and administration.
- Invest in the estate and infrastructure to advance the curriculum.

Enduring Aims

- Provide each pupil with a tailored education, with appropriate independent learning opportunities, within a caring community.
- Enable each pupil, including the most able, gifted and talented, to maximise their abilities and achieve their personal objectives – academic, artistic, sporting or excellence in other fields.
- Give all pupils the opportunity to develop their own spiritual understanding.
- A school where staff are supported, appraised, developed and enjoy working.
- Excellent standard of health, safety and well-being.
- Buildings and grounds updated, renewed and maintained in first class condition, in the most secure environment possible in a rural campus location.
- Maximise the school's environmental and neighbourhood awareness, and minimise its impact.
- Financially sound.

Ethos

- The welfare of our pupils is our first priority.
- We place learning at the heart of our community.
- We are open, honest, inclusive and mutually respectful.
- We cultivate and operate a spirit of philanthropy.
- We work in partnership with parents, pupils and staff.

> "Pupils say that the support received from staff, both during the school day and in the boarding environment, transforms their personal as well as their academic improvement as the school recognises the two are inextricably linked."
>
> **- ISI inspection**

Vision

Bethany 2028 is a school which is:

- Providing an innovative and creative education.
- Encouraging the virtue of learning in young people.
- Living our Christian values through excellent pastoral care.
- A flourishing school investing in the future.

Bethany's Values

At Bethany, we believe every child is an individual. We celebrate individuality and champion original thinking. We help pupils to develop their courage, curiosity and compassion. We create an environment in which every young person has the confidence to learn, contribute and flourish in their own way. Because originality changes the world.

Courageous

How we grow and embrace the future

We help young people embrace challenge with confidence, adaptability and determination. By valuing diverse perspectives, responding positively to change, solving problems creatively and learning from setbacks, pupils develop the resilience and resourcefulness to thrive in an increasingly complex world.

Compassionate

How we connect with others

We create a caring, inclusive community where every pupil feels known, seen, valued and respected. Through kindness, empathy and encouragement, we help one another grow with confidence and compassion.

Curious

How we discover the world

We inspire questioning, exploration and imagination, encouraging pupils to think independently, challenge assumptions and develop a lifelong love of learning. We nurture a spirit of discovery that helps young people engage confidently with the world around them.

> Our values of **Courageous**, **Compassionate** and **Curious** capture what is most important to us. We encourage pupils to show kindness and respect for others, to approach learning with curiosity and enthusiasm, and to embrace challenge with courage and resilience. These values shape daily life at Bethany and help prepare our pupils for life beyond school.
>
> **– Paul Jones, Headmaster**



Staff Benefits and Wellbeing

Whether it's taking advantage of our excellent onsite facilities or our generous pension scheme and healthcare perks, there are plenty of benefits to working at Bethany School.



New Employee Buddy System

New staff are assigned a buddy once recruited to support them both on the lead up to joining and across their first year.



Free use of facilities

Free use of onsite facilities including our modern fitness suite and 25 metre, 6-lane award winning swimming pool.



Training & Development

Support for training and development – we encourage all staff to engage in reflective and relevant CPD regularly.



Free eye tests

Staff are entitled to comprehensive eye care benefits, which include eye tests to ensure the health and well-being of their vision. In addition to the eye examination, staff are also provided with vouchers that can be redeemed for glasses.



Pension Scheme

Membership of a Defined Contribution (DC) Pension Scheme is offered to both Teachers and Support Staff. Additionally, there is an option for salary exchange, also known as salary sacrifice.



Free parking

Free parking is available for all staff members, ensuring convenient access to parking spaces at any time.



Free Life Insurance

Staff are offered free life insurance coverage as part of their employment benefits package.



Regular staff socials

Regular staff socials, including free Christmas lunch and annual summer and winter parties.



Subsidised Accommodation

Some job roles come with an onsite accommodation option. Living onsite will come with a reduction in rent and subsidised council tax and water bills.



Christmas shutdown

Discretionary leave for school shutdown over Christmas for Support Staff.

> From my very first day at Bethany everyone has been friendly and helpful - there's a real open-door culture.
>
> **- Bethany Support Staff**

Role Overview

Cleaner

We are looking to appoint a dedicated and reliable Cleaner to join our welcoming Estates Team.

Application Closing Date: Currently ongoing

Interviews: Decided upon application

Start Date: As soon as possible

Terms: Part time, Term time only, Permanent

Salary: £19,207 per annum (pro-rated for part-time)







This is an ideal opportunity for someone who takes pride in their work and wants to play an important role in providing a clean, safe, and welcoming environment for pupils, staff, and visitors.

Working hours

- Monday to Friday
- 10.30am to 5.30pm: 32.5 hours per week

OR

- Morning shift: 6.30am - 10am: 17.5 hours per week

OR

- Afternoon shift: 2.30pm - 5.30pm: 15 hours per week
- Term time plus some holiday working

What you'll be doing

- Cleaning classrooms, offices, corridors, stairwells and communal areas
- Maintaining school toilet facilities to a high standard
- Supporting the upkeep of our Food Technology facilities
- Vacuuming, sweeping, mopping and dusting throughout the site
- Emptying bins and replenishing consumables
- Assisting with cleaning requirements for school lettings and events

What we're looking for

We are seeking someone who:

- Is dependable and hardworking
- Has excellent attention to detail
- Works well independently and as part of a team
- Takes pride in maintaining high standards
- Has previous cleaning experience (desirable but not essential)

Key Responsibilities







The cleaning of:

Classrooms and Common Areas, including School Toilets:

- Sweep, vacuum, or mop floors.
- Dust and wipe surfaces including desks, chairs, inside windows, windowsills, and skirting boards.
- Empty and clean rubbish and recycling bins.
- Clean touchpoints such as door handles, light switches, and handrails.
- Refill soap, sanitizer, and paper towel dispensers.

Food Tech Room, Classroom:

- Clean ovens on a regular basis (12 in total).
- Sweep and mop all floors, ensuring removal of crumbs, spills, and grease.
- Empty all bins, including food waste, and replace liners.
- Wipe down all desks, tables, and chairs used for theory work.
- Clean and sanitize all work surfaces (e.g., countertops, prep tables). Clean and disinfect sinks, taps, and drain areas.
- Wipe down the exteriors of all kitchen appliances (ovens, microwaves, fridges, etc.).
- Clean hob tops and extractor fans (as scheduled or needed).
- Wash and sanitize splash backs and tiled walls.
- Check and clean behind and under movable kitchen units when possible.

Corridors and Stairwells:

- Sweep and mop floors or vacuum carpeted areas.
- Dust railings, skirting boards, and ledges.
- Clean windows and glass doors inside as required.

Cleaning for lettings:

- Ensure areas are free of litter.
- Clean and mop floors.
- Vacuum carpets and entrance ways.
- Toilets clean and stocked.
- Any lettings signage correctly placed and visible.

Physical Demands:

- Frequent walking between different parts of the building/site.
- Lifting and carrying cleaning supplies, vacuum cleaners, and full waste bags.
- Reaching and bending to clean high and low surfaces.
- Use of step ladders to clean vents, windows, and light fittings if trained and safe to do so.

Application

An online application form can be accessed and completed by visiting our website under About Us > Staff Vacancies or by contacting Bethany School Human Resources by telephone or email.

- Closing date: Currently ongoing
- Interviews: Decided upon application

The post is subject to the receipt of two satisfactory references, completion of a confidential medical questionnaire and an enhanced Disclosure & Barring Service check.

Bethany School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo enhanced child protection screening appropriate to the position, including checks with the Disclosure and Barring Service and previous employers.

As part of your role, you will be required to adhere to all School Policies, to include but not be limited to Safeguarding and Child Protection, Code of Conduct and Health & Safety.

Bethany School is an Equal Opportunities Employer and appointments will be made without regard to gender, age or ethnic origin.

This post is exempt from the Rehabilitation of Offenders Act 1974.





Queries

If you have any queries at all about the vacancy, or any part of the recruitment process, please contact the Bethany School HR Department by phoning: **01580 211 273** or by emailing: **recruitment@bethanyschool.org.uk**



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