

Site Assistant

£20,812 - £21,575

37.5 hrs p/w (52 weeks)

Permanent Contract

Start date: 1 May 2023 or ASAP thereafter

Closing date: 9am 17 April 2023



Contents

- 3** Welcome from Paul Hemmings, Headteacher
- 4** About Oakmoor School
- 5** Working at Oakmoor School – A View from our Staffroom
- 6** The University of Chichester Multi-Academy Trust
- 7** Together we make a difference
- 8** Job Profile
- 11** Person specification
- 13** Application Procedure

Welcome from Paul Hemmings, Headteacher

Welcome and thank you for your interest in working with us at Oakmoor School.

It is an exciting time to be joining our brand new, vibrant school where all staff are valued and their contribution to the organisation as a whole is recognised. We are a highly collegiate staff and are surrounded by like-minded, high calibre colleagues.

Our professional support team are well regarded by teachers and students. The team is seen as critical to the success and continued development of the school. Every member of the team genuinely cares about our school, our students and our local community.

Professional development and career progression is often seen as limited in schools. At Oakmoor we encourage staff to develop and many of our professional support team have been successful with internal promotion in recent years. This provides excellent continuity for the school and allows colleagues the opportunity to progress whilst remaining in the school they enjoy being part of.

We have an excellent professional support team at all levels who share our goal of every child achieving their very best whilst enjoying a rich and varied curriculum with plenty of opportunities to excel outside the classroom.

I extend an invitation for you to visit our school and discuss the post with me in more detail. Mrs E Corin, PA to the Headteacher, will be pleased to make arrangements for you and can be contacted at e.corin@oakmoor.hants.sch.uk or telephone (01420) 472132.

About Oakmoor School

Oakmoor School is a brand new, state of the art secondary school situated in a 22 acre tree lined site on the edge of the South Downs National Park.

We are a friendly, vibrant school with high standards and expectations. We pride ourselves on knowing every young person as an individual and challenging each of them to have the highest possible aspirations. The Oakmoor ethos is encapsulated by our motto: *Ambition, Courage, Excellence*.

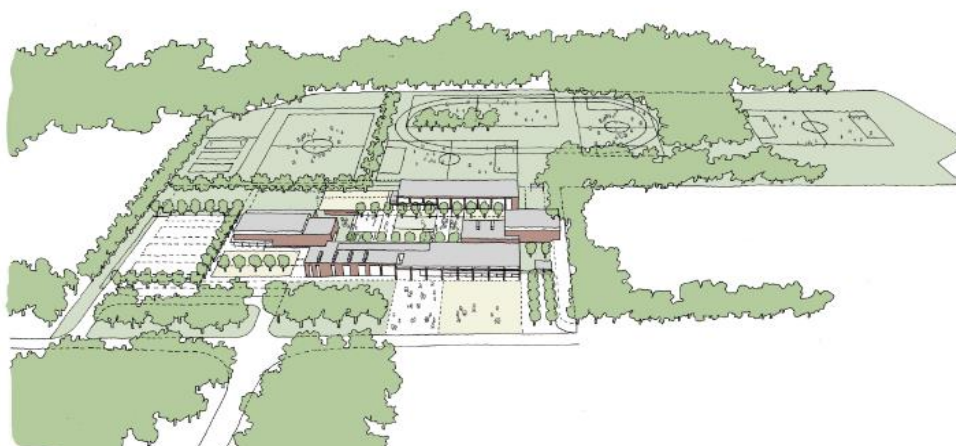
Students at Oakmoor display excellent behaviour in lessons and around the school. Teachers plan highly engaging lessons tailored to the needs of our students allowing high levels of progress to be enjoyed. Students benefit from a wealth of extra-curricular activities, including trips and visits to enrich their experience at our school.

We benefit from cutting edge technology throughout the site and the latest specialist equipment for key areas such as science, technology and performing arts. Our main buildings surround a central court yard which includes covered areas for outside dining and seating areas outside of the learning resource centre for reading at break and lunch times.

There is an abundance of green spaces which include several sports pitches, an athletics track, a nurture garden and a forest school area for outside learning and activities. The whole site is bordered by mature trees providing a relaxing and inspirational backdrop to our inspirational learning environment.

We are a very successful school where high levels of respect and conduct prevail. Our success shows that when you couple high quality pastoral care with high standards and expectations, young people are able to flourish and to achieve their very best.

Visitors comment on our purposeful learning environment and our delightful students. To experience this for yourself, you are most welcome to arrange a tour of the school by contacting our office.



Working at Oakmoor School - A View from our Staffroom

At Oakmoor you are trusted to deliver high quality lessons. You can deliver high quality lessons because the school has worked extremely hard to reduce the administrative burden for their teaching staff freeing our time to focus on what is most important, the progress of our students. I can genuinely say coming to school each day is a pleasure!

Mr Riley, Computing Department

Since joining Oakmoor School in 2015, I have had the support of my colleagues every day, and have always felt trusted and valued as part of the team.

Mrs Carter, English Department

There has been a real focus on reducing workload and unnecessary meetings. This has resulted in fewer after-school meetings. Even more significantly, we now have a whole-class feedback policy which has reduced time spent marking and given staff more time to focus on planning for progress.

Mr Denton, Mathematics Department

I have worked at Oakmoor School for over 14 years. In those years I have loved working here. We have a special staff team who are extremely supportive of one another. The students I work with are appreciative of the work I do and are always grateful for the time I give to help them.

I always said I would look to work in another school after 5 years of arriving but the wonderful students and staff have kept me here.

Mrs Hale, Technology Department

I have worked at Oakmoor School since September 2018 and, as a new member of staff, was really impressed by the warm and friendly environment around the school. The staff work collaboratively and the pupils' well-being is at the heart of everyone's work. Coming from a primary background, I like how the year 7s are welcomed into the school and I think the mixed mentor groups is a real strength, providing a great sense of togetherness amongst the year groups.

Mrs Pullinger, English Department

Working at Oakmoor as a teacher is an absolute pleasure. This is my third year at Oakmoor School and feel so lucky to have such an amazing classroom environment. Everything a teacher could wish for, lots of cupboard space, visualizers, interactive whiteboards and space to create displays. The team at Oakmoor is supportive and it feels like a family".

Mrs Sutehall, Humanities Department

I have worked at Oakmoor School for almost 6 years. Oakmoor provides students with the necessary knowledge, skills and attitude for their development, which ensures a wider scope and prospective about education and what career choice to make in the future. My work colleagues are very supportive and friendly, which creates a sense of community and team spirit.

Mrs Kelly, Administrative Department

The University of Chichester Multi-Academy Trust

The University of Chichester Academy Trust is uniquely placed to make a difference to the local education landscape. With access to the University's extensive resources, we provide both educational expertise from the University's Institute of Education and expertise from professionals within HR, Finance, ICT, Estates and Communications.

The Trust has an inclusive and an aspirational vision. People and relationships matter to us and we share the University's belief that education has the power to transform society.

Our Vision is for all young people to be inspired by an excellent education that raises their aspirations and enriches their lives.

Our Mission is to create a vibrant inclusive and aspirational family of academies, transforming life chances for pupils through excellent teaching and learning.

Our Shared values are:

- **Aspirational**
- **Inclusive**
- **Collaborative**
- **Dynamic**
- **People-focused**

University of Chichester as sponsor

As a University we believe education has the power to transform society and we should play a role in enabling people to exceed their own expectations, creating a positive impact on our local and regional communities.

Our belief is all schools can be successful and that student progress and the retention and growth of high-quality teachers should be at the heart of our work. We have years of experience in working with outstanding and improving schools as well as those less successful and were proud when we established the Academy Trust in 2012.

We believe there are five key factors that distinguish the University of Chichester as an academy sponsor:

- Teacher training and schools have been fundamental to the University since 1839;
- Tailor-made solutions designed on merit not a one size-fits-all compliance model;
- Wide ranging experience of working in partnership with a rich variety of schools backed up with school focused CPD and classroom-based action research;
- The University is judged as a good provider of Initial Teacher Training;
- High quality teaching and learning, recruitment, training, development and retention are all at the heart of the University ethos, which is shared by the Trust.

'The headteachers and chairs of governors of all of the schools play an important role in the leadership of the trust through forums such as the termly advisory group. Consequently, officers, headteachers and members of local governing bodies share a strong sense of common purpose.'

University of Chichester Multi-Academy Trust
Report, 2017

Together we make a difference

Our Promise to you:

- Be a member of a high performing team
- A school which is committed to continued rapid progress and the achievement of excellence Involvement in a brand new, purpose-built academy with carefully planned internal and external spaces, well-equipped ICT resources, learning resource area and state of the art technology

A focus on you:

- Opportunities for shared learning and collaboration across the University of Chichester Academy Trust and the wider network
- Extensive professional and personal development opportunities
- Access to current research and expertise from the University of Chichester

Reward and Benefits:

- A pay and reward package which values all staff and recognises the importance of staff in contributing to the achievements and success of the Academy and Trust
- Eligibility to join NUS Extra saving you £££'s on a range of goods and services
- Teachers' Pension Scheme
- 24/7 Employee Assistance Programme

Staff Benefits:

- Teacher's Pension Scheme
- Employee assistance provision including 24/7 telephone helpline and counselling
- Lifestyle health and wellbeing programme
- Access to an extensive personal and career development programme
- Access to the University's vast Library resources and to the National College resource
- Generous leave entitlement
- Employee Discounts Platform, saving £££'s on a range of goods and services
- Cycle to Work Scheme
- Gym Discount
- Eyecare Voucher Scheme
- Eligibility to join TOTUM (NUS Extra)
- Relocation allowance where eligible
- Security of knowing you are joining an organisation whose sponsor has been promoting education for more than 180 years
- The support of the University of Chichester Academy Trust, its Board and colleagues from the University of Chichester
- Security of knowing you are joining an organisation whose sponsor has been promoting education for the past 150 years!

Job Profile

Job Title: Site Assistant

Reports to: Site Manager

Location: Oakmoor School, Bordon, Hampshire

Function of the post:

In liaison with, and in the absence of, the Site Manager takes responsibility for the maintenance and security of the school premises and site, ensuring the school meets with health and safety legislation and is a safe environment for the school community.

Principal Accountabilities:

1. In liaison with the Site Manager ensure that the buildings and site are secure, undertaking daily security checks including locking and unlocking of buildings and setting and disarming the alarms, when required. Ensure emergency procedures are understood;
2. Monitor the general condition of the exterior and interior buildings, and as directed by your line manager undertake repairs and maintenance activities to improve the appearance and safety of the buildings and grounds as may reasonably be required;
3. As directed by your line manager, oversee on-site maintenance contractors to ensure work is undertaken in line with health and safety regulations, school policy, and the work is completed to the required specification and standards within the timescale set out in the contract, reporting to your line manager or the Operations Manager as appropriate.
4. Maintain accurate and current records and reporting procedures in liaison with your line manager and in accordance with academy and regulatory procedures to ensure the academy maintains strict health and safety standards, including fire, legionella, site security, asbestos, emergency lighting, and electrical tests;
5. Operate equipment and systems such as heating, cooling, lighting and alarms ensuring that they are maintained in good working order at all times, reporting any faults or deficiencies to the Site Manager;
6. Monitor stock and order supplies as required and in line with academy procedures;
7. In liaison with your line manager and the Operations Manager ensure that correct procedures are followed for purchase, gathering quotations, and overseeing planned grounds improvement work and contracted services work as required;

8. Prepare rooms for use to include unlocking and opening rooms, re-arrange layout/furniture, equipment and additional furniture as requested. The room should be returned to the normal layout at the end of the session and the room user advised to return any equipment or resources not normally stored in the room, with rooms secured and locked;
9. Undertake various collections and deliveries across the site adhering to safety and mindful of key transition times;
10. Cover any absences within the cleaning team by delegating or cleaning as required, to ensure a clean, hygienic and safe environment;
11. Support and assist members of staff and visitors with regard to premise management, ensuring the highest levels of customer service are set and achieved.

Other duties:

You are required to undertake such other duties appropriate to the grade and content of the work as may reasonably be required of you. Therefore, the list of duties in this job profile should not be regarded as exclusive or exhaustive. Please note that, in consultation with you, the school and the University of Chichester Academy Trust reserves the right to update your job profile to reflect changes in, or to, your post.

Equality and Inclusion:

We believe that everyone has the right to be treated equally and that the diversity of individuals and groups should be embraced, valued and respected. We are committed to eliminating any form of discrimination be it direct, indirect, harassment or victimisation, and to support this the school has a number of policies that you should ensure you are familiar with and are compliant to. All policies are available from the Headteacher. Any breaches may lead to termination of employment.

Right to Work:

British and European Law states that a person cannot be employed to this post if they do not have permission to live and work in the UK. For further guidance and information contact the Headteacher.

Health & Safety:

To ensure an effective and safe environment that promotes the welfare of children and staff, you will take responsibility to be aware of the risks in the work environment and their potential impact on their own work and that of others. You should familiarise yourself with the school's Health and Safety policies.

Sustainability and Environment:

The University of Chichester Academy Trust is committed to sustainable development and environmental initiatives and supports the School in continuously seeking to find ways to improve its environmental performance. Staff are required to support these aims.

Data Protection:

You will be responsible for ensuring that workplace responsibilities, such as confidentiality, treatment of personal information and records management are carried out in compliance with the requirements of the Data Protection Act 2018 and the Employment Practices Data Protection Code 2002.

Safer Recruitment:

The University of Chichester Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment.

New members of staff will be required to apply for Disclosure Service Certification as part of the School's staff recruitment process. Further information about the Disclosure and Barring Service is available from the DBS website at www.gov.uk/dbs. Under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1075, applications for teaching posts are among those who are not entitled to withhold information about any previous criminal conviction.

Principal Attributes and Person Specification:

Essential requirements are those, without which, the candidate would not be able to do the job. It is expected that the post holder will have the knowledge and qualifications indicated or equivalent qualifications and experience.

Desirable requirements are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

Your application form will be assessed for literacy, accuracy and attention to detail.

		E	D	Evidenced through
	Knowledge and Qualifications			
1	Basic knowledge of building maintenance.	✓		Application Interview References
2	Knowledge of health & safety regulations and best practice	✓		
3	Certificate of Training (or willingness to undertake training) in the use of: - Steps, Ladders and WAHR (incl. step stool) - Tower safety - Fire Safety Assessment - Moving and Handling of Objects	✓		
4	PAT qualified.		✓	
5	General understanding of maintenance requirements within a school setting.		✓	
6	Knowledge of regulatory requirements in managing legionella and asbestos		✓	

		E	D	Evidenced through
	Skills			
1	Maintenance skills relevant to the duties of the post.	✓		Application Interview References
2	Ability to make decisions appropriate to the situation.	✓		
3	Problem-solving skills to enable efficiency in the maintenance of the school.	✓		
4	Have basic IT skills to enable the use of a computer for emails, job orders and reports		✓	

		E	D	Evidenced through
	Experience			
1	Demonstrable evidence of successful repair and maintenance at a standard that meets regulatory requirements and is efficient for the school.	✓		Application Interview References
2	Proven experience of ensuring standards of service are maintained.	✓		
3	Experienced in undertaking a broad range of duties that are required to meet health and safety standards.	✓		

		E	D	Evidenced through
	Personal attributes			
1	A calm approach under pressure with an ability to resolve issues.	✓		Interview References
2	Ability to work alone and unsupervised whilst being part of a wider team.	✓		
3	Flexible, conscientious and reliable approach to the post	✓		
4	Good timekeeper and able to meet deadlines.	✓		
5	Professional confidentiality.	✓		
6	Must be prepared to meet the required dress standard including wearing the appropriate staff clothing, which will be provided.	✓		

Application Procedure

Applicants should complete an Application Form and Equality Monitoring Form which can be downloaded from the school website www.oakmoor.hants.sch.uk or the Trust's website www.unicat.org.uk/find-job and submit it, so that it is received no later than 9am on Monday 17 April 2023.

Oakmoor School
Budds Lane
Bordon
Hampshire
GU35 0JB

T: (01420) 472132

E: e.corin@oakmoor.hants.sch.uk

Application Form Completion

When completing the application form, please refer to the Job Profile and particularly the essential criteria within the Person Specification. Indicate, giving evidence, how you believe your knowledge and qualifications, skills, experience and personal attributes, either at work, or elsewhere, qualify you to undertake the duties and responsibilities set out in the Job Profile.

Selection Procedure

The shortlist will be drawn up shortly after the closing date. Further details will be sent to those candidates called for interview. Failure to send your application form to the above address may invalidate your application.

Equality Monitoring

All applicants will be required to complete an Equality Monitoring Form.

Receipt of Application

Applications are acknowledged (by email whenever possible) within three working days of receipt. If you do not receive an acknowledgement within this time, please contact the Recruitment Team immediately on the number above.

Safer Recruitment

University of Chichester Academy Trust and Oakmoor are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks.

Data Protection Act 2018

You should be aware that the information you have provided will be stored on the HR secure database and will only be used to process your application. It will not be passed to any other organisation.