



## At Rastrick High School we pride ourselves on providing a challenging and creative education.

Children from all backgrounds are welcome at Rastrick High School and we want our students to be inspired and engaged in their learning. Everyone is encouraged to develop their own talents and to contribute to the school, life in the local community and beyond.

We are committed to developing the best teaching possible. We want every lesson to be 'outstanding' and never less than 'good'. As a result, our student outcomes are among the top comprehensive schools in Calderdale and the wider region.

Throughout our school we continually adapt the curriculum to support students from all backgrounds and abilities. We offer a broad range of subjects and pathways along with an excellent range of enrichment activities that aim to produce well-rounded, confident young people. From classroom seating plans to cross-curricular activities and Independent Learning Days, we aim to provide each individual with a learning journey that promotes and sustains a thirst for knowledge.



With around 1600 students and 200 staff, the School continues to grow and we are investing in our facilities and environment accordingly. As a result, this is an exciting time to be joining the school and contributing to its success.



Music and the Arts are central to the life of the School. We offer up to 30 Year 7 students who demonstrate musical talent places on our well-established Talented Musician Development Programme.

This enhances the high quality academic provision offered to all students by our nationally recognised staff, and includes specialist music tuition and regular performance opportunities.

The School has a proven record of sporting success at local, regional and national level. We have links with the National Citizenship Service and the Duke of Edinburgh's Award scheme.

## The opportunity

We are committed to offering Rastrick staff the opportunity to advance their career within a supportive academy environment. You will be part of a school with a proven track record in developing skilled practitioners and nurturing excellent future leaders, with unrivalled opportunities for progression.

Whatever your level of experience or ambition, the School offers a structured induction and performance review programme for all staff including weekly CPD focused on improving and developing teaching. Additionally, we offer thorough induction support for Newly Qualified Teachers and a Leadership Development Programme for more experienced members of staff.



Further support includes:

- A strong student support team made up of teaching and non-teaching staff, which is focused on creating a calm atmosphere so that students are ready and able to learn
- Opportunities to share and develop good practice through weekly CPD sessions, developed to focus on the delivery of outstanding teaching
- Twice-weekly briefing sessions for all staff where accessible and time-relevant pedagogical resources are provided



In all aspects of school life we aim to **'chase perfection, catch excellence'**, and this underpins our entire ethos

## What we are looking for

We are interested in individuals who are passionate about their skills and abilities and about making a difference. We want to bring people on board who can help us challenge our staff and students and create an exceptional place of learning. We have a strong focus on high standards and aspirations. Rastrick leaders share the ability to motivate and inspire students to achieve their targets, demonstrate strong leadership skills and enjoy working as part of a team.



If that sounds like you, and you want to be challenged in a supportive environment, with good humour and a shared belief that every child can and will reach their potential then please apply to be part of our team.

## Benefits

- Onsite car parking
- Cycle to work scheme
- Pay portability - the School will guarantee a teacher's pay portability for classroom teachers, providing the individual is able to demonstrate successful performance in their previous role.
- Onsite Nursery - **Smarties Nursery** is conveniently located at Rastrick High School. It employs a qualified teacher in the pre-school room. It has developed teacher-friendly care packages which include childcare vouchers, term-time only options and bespoke childcare for exceptional evening duties.



Smarties Day Nursery was rated Outstanding by Ofsted in January, 2018. It has also been awarded Step 2 of the Steps to Quality QA scheme, and has qualified for Millie's Mark, in recognition of the fact that 100% of staff working directly with the children are qualified in paediatric first aid.

The nursery is open from 7.00am to 6.00pm.

Childcare vouchers are accepted and Staff fees are all tax and NI free under the Workplace Crèche Scheme rules. There are free funded places for children of 2, 3 and 4 years.

[www.smarties.rastrick.org](http://www.smarties.rastrick.org)



## Where are we?

Rastrick is a village in Calderdale, West Yorkshire, close to Brighouse, Elland, Halifax and Huddersfield. The school accessible from Junctions 24 and 25 of the M62, and is just 25 minutes from Leeds and 35 minutes from Manchester.

The nearest railway station is Brighouse, which is less than a mile away. The school is covered by a number of bus routes provided by several operators.

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Web: [www.rastrick.calderdale.sch.uk](http://www.rastrick.calderdale.sch.uk)

## Safeguarding Recruitment Statement

All positions at Rastrick High School meet the requirements of exemption under the Rehabilitation of Offenders Act 1974, successful applicants who are offered positions with the school will be subject to a criminal record check (Enhanced Disclosure) from the Disclosure and Barring Service (DBS) before the appointment is confirmed. This check will include details of cautions, reprimands or final warnings as well as convictions. Further information regarding the CRB is enclosed with this application form.

# Site Team Technician

## Job Description

Job Scale: NJC Scale range 2-3, scale points 3 to 6  
**Actual take-home salary range £18562 to £19698 per annum**

Hours: 37 hours per week (spread over 5 days in two shift patterns) working all year round.

Shifts: TBC

Services Manager

Reporting to:

### BASIC JOB PURPOSE

- To work as part of the site team to ensure a safe working environment for students, staff and visitors to the School.
- To support the Services Manager to undertake, and carry out specific site and premises tasks.
- To carry out certain maintenance and administrative duties to ensure smooth and safe running of the site.
- To undertake, and carry out, work to a high and safe standard to ensure the smooth and safe of the site.

**This role will involve manual labour, including moving supplies, equipment and cleaning equipment. Full Health and Safety training will be given.**

Reporting to: Services Manager

Responsible for: n/a

### MAIN RESPONSIBILITIES

1	Work as part of the site team to take supervision in the form of receiving instructions, training, guiding, leading and assessment to ensure that the site is maintained to high standards.
2	Moving furniture, equipment and other resources to ensure that teaching and learning activities run smoothly.
3	Set up, replenish and clear designated areas, including setting up for assemblies, moving rubbish, etc.
4	Take part in outside site work, including some garden maintenance, sweeping and grit spreading in winter months.
5	Complete maintenance of the site and building maintenance tasks

	Cleaning tasks to ensure that the site (inside and out) is safe and tidy.
<b>6</b>	To use all the equipment and machinery safely and efficiently after instruction.
<b>7</b>	To report to the Services Manager any problems that may arise from student, staff, parent or visitor dissatisfaction.
<b>8</b>	Assist with moving equipment and furniture.
<b>9</b>	To be available, if required, for emergency situations and special, or evening functions.
<b>10</b>	To open and close the school site as and when required.

**Other Specific Duties:**

- To continue personal professional development as required.
- Attend staff and other meetings and participate in staff training and development events as required.
- To actively engage in the performance review process.
- All support staff may be used to perform appropriate duties as and when required by the academy, commensurate with the salary grade of that post if it is higher than the employee's current salary.
- To work in the best interests of the School, students, parents and staff.
- To adhere to the School's policies and procedures with particular reference to Child Protection, Equal Opportunities, Teaching and Learning and Health and Safety.
- To work flexibly, including some evening work, and to travel, as required, to meet the needs of the role.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

## PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualifications &amp; Experience</b>	<ul style="list-style-type: none"> <li>• basic numeracy and literacy skills</li> <li>• experience of working in a building environment</li> <li>• site maintenance experience</li> <li>• experience in a site maintenance role (paid or unpaid)</li> </ul>	<ul style="list-style-type: none"> <li>• Have the experience and qualifications to enable you to work as a:               <ul style="list-style-type: none"> <li>· qualified electrician</li> <li>· qualified plumber</li> <li>· qualified joiner</li> </ul> </li> </ul>
<b>Knowledge &amp; Understanding</b>	<ul style="list-style-type: none"> <li>• understanding of the nature of work in a manual site maintenance role.</li> <li>• knowledge of basic caretaking skills</li> </ul>	<ul style="list-style-type: none"> <li>• understanding of Safeguarding and Child Protection issues.</li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• work as an effective team member and apply given instructions</li> <li>• able to apply written and verbal instructions to equipment</li> <li>• practical skills, such as basic DIY, or other general maintenance skills.</li> <li>• able to complete log books, records, such as H&amp;S checks</li> <li>• able to organise, plan and complete tasks</li> <li>• high personal standards and able to provide a role model for students and staff</li> <li>• seek support and advice when necessary</li> </ul>	<ul style="list-style-type: none"> <li>• willingness to develop own understanding through advice and training</li> <li>• think clearly in emergency situations</li> <li>• a skill or a trade</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• enjoyment in working with young people and families</li> <li>• an excellent record of attendance and punctuality</li> <li>• prioritise and manage own time effectively</li> </ul>	<ul style="list-style-type: none"> <li>• reliability, integrity and stamina</li> <li>• respect confidentiality</li> </ul>

GDPR Disclaimer: Please note and appreciate that whilst we review all CV's and applications, due to the high volume that we receive on a regular basis, we can only respond to candidates that have been successful with their application. Therefore, if you do not hear from us within 14 working days of your application, please accept that your application has been unsuccessful. In line with the General Data Protection Regulations (May 2018) (replacing the Data Protection Act 1998) we will permanently delete information for all unsuccessful applications and we will not keep candidate information on file for future vacancies at this stage of our process