



## Cleaner





## Contents

1. Introduction
2. Our Mission and Values
3. Working for Eltham College
4. The Role and Person Specification
5. Terms of Appointment and How to Apply

*A reputation to rival  
any of its competitors*

**Good Schools Guide**





# Introduction

## Eltham College

**The Eltham College family of Schools comprises Eltham College Senior School, Eltham College Junior School and, since September 2023, Blackheath Prep School.**

Founded in 1842, Eltham College is a thriving, co-educational day school located in south-east London. Originally a boys' school that first accepted girls into its Sixth Form in the late 1970s, Eltham College is now fully co-educational and has nearly 1,100 students in total, including 240 pupils in the on-site Junior School. Eltham College occupies a green 70-acre site in the London Borough of Bromley and was named London Independent School of the Year 2024 by The Sunday Times.

Whilst holding strongly to its ethos of providing a balanced education for its students, the School places a deliberate emphasis on academic success and the School is now regularly found amongst the leading academic schools in the country in terms of results and value added, matching the performance of its main competitors such as Dulwich College, Alleyn's, Trinity School and Sevenoaks School. It also boasts many county and national players in a range of sports, as well as exceptionally talented musicians, actors, authors, scientists, economists, and artists.

Eltham College has a distinctive character, born out of its Christian heritage. It upholds its founding Christian principles, whilst welcoming students of all faiths and none. The School has its own chapel and all students and staff from Year 6 upwards are expected to attend a weekly service led by the Chaplain, a member of the senior staff, or by students. Alongside its emphasis on academic achievement, the School continues to focus on care for each and every pupil. Strong pastoral care, an energetic House system that promotes collegiality, and a relaxed and unpretentious atmosphere make Eltham College a happy and vibrant place for students and staff alike. Students also benefit from an impressively wide range of opportunities outside the classroom through an ambitious co-curricular programme across sport, music, drama and art, and community outreach and enrichment.

Eltham College enjoys superb facilities. In 2019, the Turberville Centre for Mathematics, Languages and Music departments was opened, along with a new Sixth Form Centre and a dedicated medical and wellbeing facility. Extensive and well-maintained sports facilities extend across the 70-acre site, including Astro and hard-court venues, and a large indoor sports centre and swimming pool. There is a drama theatre and a modern art gallery. The Science and Technology Centre has recently been extended, adding four new state-of-the-art laboratories and a science prep room.

The 2022 ISI Regulatory Compliance & Educational Quality Inspection rated Eltham as 'Excellent' in all areas and the full Report can be read [here](#).







## Eltham College Junior School

Eltham College Junior School shares the Senior School's 70-acre site, with an entrance just three minutes' walk along the path from the College itself. It has a second entrance from Mottingham Lane. Fully co-educational, the Junior School is home currently to some 240 girls and boys from Year 3 to Year 6. Whilst very much part of the Eltham College community, the school has its own Head and its own identity.

Eltham College is an all-through school and Junior School students are not required to sit a separate entrance exam for the Senior School. Academic standards and co-curricular provision are exceptional, and great emphasis is placed on pastoral care. Students at the Junior School benefit from use of many Senior School facilities, including the dining hall and the extensive indoor and outdoor sports facilities.

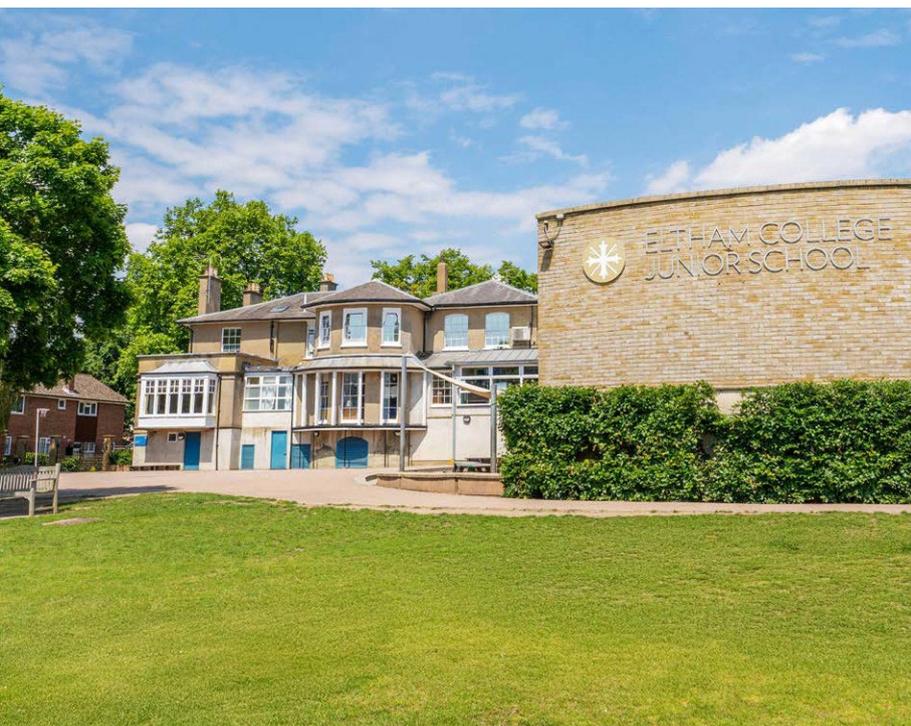
*'Tip top facilities, positive relationships, inspiring teachers and exciting extracurricular opportunities. The easy transfer to the college is surely the icing on the cake.'* **Good Schools Guide 2024**



## Blackheath Prep

In April 2023, Eltham College was delighted to announce a merger with Blackheath Prep to form a family of schools. Blackheath Prep is an independent prep school for just over 370 boys and girls aged 3 to 11. Founded in 1996, it occupies a beautiful five-acre site close to Blackheath village. Its original Georgian and Victorian buildings have been extended and adapted to include large playgrounds and extensive playing fields, tennis courts, cricket nets and a Forest School area.

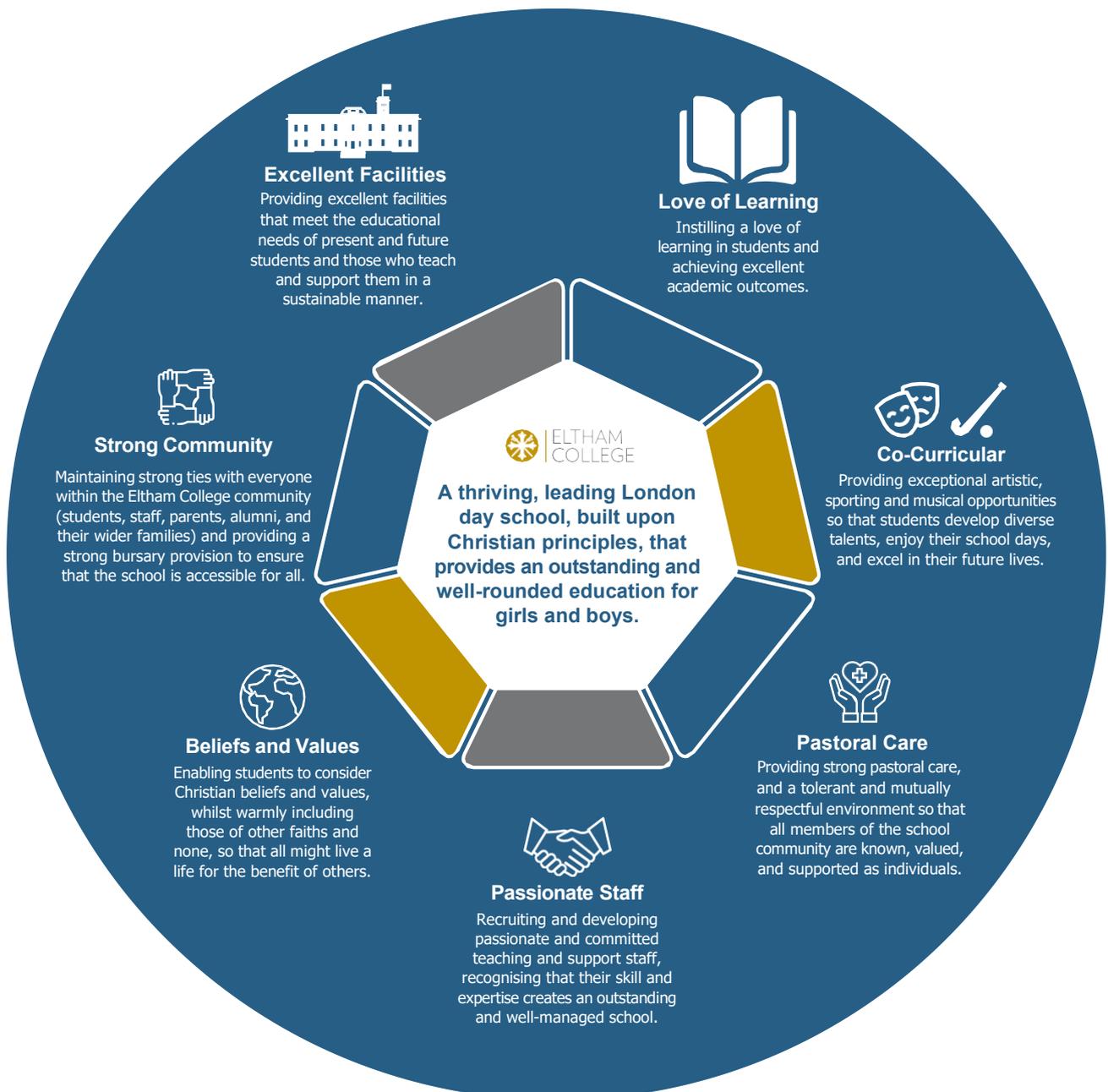
With outstanding facilities, a formidable track record in academic success and impressive achievements in Music, Sport, Drama and Art, Blackheath Prep's vision is to offer an education without boundaries: to give every child the freedom to shine and achieve their full potential, to uphold academic excellence, sparking curiosity and a joyful love of learning, and to nurture kindness and wellbeing, creating a strong sense of community. Children go on to a range of independent and maintained secondary schools and, as part of the Eltham College family, benefit from a priority application process to Eltham College Senior School. A large proportion (at least 50% of the cohort over the last five years) are awarded academic scholarships at prestigious local independent schools or places at top grammar schools. A large number are also awarded scholarships in Art, Drama, Music and Sport.





# Our Mission and Values

Eltham College's mission is to provide an outstanding and well-rounded education for girls and boys, built on Christian principles, as a thriving and leading institution among London day schools. This mission is supported by seven interdependent aims which shape the overall culture and direction of the school:





# Working for Eltham College

## The Senior Team

The Family of Schools is led by Guy Sanderson, CEO of the Eltham College Family of Schools and Headmaster of Eltham College Senior School.

The senior Executive team is chaired by Guy Sanderson and also includes the following members: James Martin (Senior Deputy Head, Eltham College Senior School), Alex Matthews (Head, Blackheath Prep), the Head, Eltham College Junior School (currently Acting Head, Richard Lock), Robin Wilkinson (Bursar) and Caroline Ward Vine (Director of Marketing and Communications).

## Staff and Professional Development

The three schools employ around 240 members of teaching staff (including teaching support roles) and approximately 110 support staff. All are highly committed to helping students achieve their full potential and form a lively Common Room with a good balance of age and experience.

### Professional Development

There is a strong professional development programme which is encouraged and generously financed for teaching and non-teaching staff. This includes external courses, an internal CPD programme of lunchtime and twilight sessions, speakers being brought in to deliver in-school sessions and learning from peers and colleagues. The Headmaster is personally committed to staff development and spearheads the Devolved Leadership Programme, which is open to all academic and support staff. This enables ambitious and talented staff who are seeking either senior leadership experience or career development to undertake a whole-school project, with mentoring from a current senior leader.

## Pay and Benefits

**Eltham College offers very competitive salaries and a good range of non-pay benefits.**

All staff are automatically enrolled in a defined-contribution pension scheme (subject to the terms of the scheme). All staff under the age of 70 are entitled to death in service benefit at three times their annual salary.

Lunch is provided free of charge during term time for all staff, in addition to free refreshments available in the Common Room.

All staff also have free membership of the Eric Liddell Sports Centre, giving family access to the swimming pool, fitness room and other facilities at designated times.

There are also electric vehicle and cycle to work schemes, interest free season ticket loans, free eye tests and flu vaccinations. An Employee Assistance Programme is also available for all staff, offering free, confidential, support on a range matters such as financial and legal support and counselling for home-life issues.

Children of staff can be educated at the School if they meet the entrance standards and, at the discretion of the Headmaster, may receive a tuition fee reduction for both Junior and Senior Schools.



## Our Benefits



### Competitive Salary



### Eyecare Vouchers



### Interest Free Loan for Public Transport Season Tickets



### Interest Free Loan for Rent Deposits



### Electric Vehicle Salary Sacrifice Scheme

A tax efficient mechanism for leasing an electric vehicle including installation of a charger cable if applicable.



### Cycle to Work Salary Sacrifice Scheme

A tax efficient means of funding purchase of a cycle with value up to £2000.



### Sport and Fitness

Free membership of the Eric Liddell Sports Centre.



### Free Flu Vaccinations

Provided annually, on site.



### Access to Employee Assistance Programme

Confidential independent advice and support on a range of financial and legal matters, and counselling support.



### Virtual GP Access

Delivered through HealthHero, virtual GP service available 24 hours a day, 365 days a year.



### Free Lunch and Refreshments

Free meals at lunchtime and free refreshments available in the Common Room for all staff during term time.



### Death in Service Payments

All staff under the age of 70 are eligible to receive this at three times their annual salary.



### Fee remission

Employees with children who are eligible to attend the school, who have satisfied the entry criteria as set out in the School's admissions procedure and are awarded a place, may receive remission on school fees.



### Annual Leave Entitlement for Support Staff

Holiday pay, offered at a minimum of 25 days plus bank holidays for full time new joiners (pro-rated for part time staff), increasing with longer service.



### Excellent Transport Links

Rail services to central London and Gravesend/Dartford from Mottingham station (10 minutes' walk) and to central London and Sevenoaks/Bromley/Orpington from Grove Park station (25 minutes' walk). The area is served by a number of bus routes. Limited free parking is available on site. Free parking also available locally.



# The Role and Person Specification

## Job Description

Job Title: Cleaner  
Hours of Work: **12.5 hrs** a week Mon to Fri 5.30am – 8.00am (all year contract) Occasional weekend working will be required to support school events  
Reports to: Cleaning Manager  
Salary: Full time Equivalent salary: £25,643 which equates to £8,548 (13.15 per hour) plus holiday pay, pension and other benefits (see below)

## Principal Role

To work as part of a team, cleaning an allocated area to ensure the delivery of an effective, high quality cleaning service.

## Main Duties

- Work as part of a team to meet the school's high standards of a first-class cleaning service across all areas of the site;
- Follow allocated cleaning schedules set by the Cleaning Manager which are typically rotated every six months;
- Replenish stock in toilets and classrooms as required;
- Report any cleaning supply and equipment needs to the Cleaning Manager;
- Ensure secure storage of cleaning products and equipment, in line with COSHH requirements;
- Comply with all Health and Safety legislation, report any concerns to the Cleaning Manager or the Head of Facilities;
- Ensure that the premises are correctly secured in line with each individual buildings security; arrangements and report any issues to the Cleaning Manager or Head of Maintenance;
- Attend INSED and other training relevant to the role;
- Carry out any other reasonable requests, in line with the broad responsibilities of the role.

## Person Specification

Essential skills and qualifications

- GCSE grade C equivalent or above in English and Maths
- Strong IT skills including Outlook, Word and Excel
- Excellent, proven administration and organisation skills.
- The ability to work with discretion at all times.
- Experience of delivering excellent customer service and demonstrating a "can do" attitude.
- Efficiency, accuracy and attention to detail.
- An ability to work both independently and as part of a team.
- Excellent verbal and written communication skills.
- Good time management with the ability to work under pressure and prioritise as necessary.
- Willingness to learn, develop and improve



## Benefits

- Pension - non-contributory pension scheme (8% of salary), subject to the terms of the scheme;
- Life Assurance - All support staff under the age of 70 are eligible to receive this at three times their annual salary;
- Free refreshments;
- Free membership of the Eric Liddell Sports Centre;
- Interest free season ticket loans are available;
- Free flu vaccinations on site;
- Access to the Employee Assistance Programme;
- Holiday pay, offered at a minimum of 25 days plus bank holidays for full time new joiners (pro-rated for part time staff), increasing with longer service'
- Enhanced sickness, maternity and paternity leave pay.

Previous experience in a cleaning environment would be beneficial.

The successful candidate will ensure compliance with the School's Safeguarding Policy Statement at all times.

**This position will be subject to an enhanced DBS check.**

**The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom he / she is responsible, or with whom he / she comes into contact will be to adhere to and ensure compliance with the School's Child Protection Policy Statement at all times. If, in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School he / she must report any concerns to the School's Designated Safeguarding Lead.**



# Terms of Appointment and How to Apply

## Safeguarding

Eltham College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All applicants should read the School's Safeguarding Policy and Privacy Notice (available on the school website) and are required to declare any criminal convictions or cautions, or disciplinary proceedings related to young people.

Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. Further details are given on the application form.

## Equal Opportunities

Eltham College is an equal opportunities employer and welcomes applications from all sections of the community. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience).

## The Application Process

Candidates should read the job description for the role, and complete the application form via the TES website [Eltham College - Tes Jobs](#)

Short-listed candidates will be invited to attend an interview during which a range of skills, knowledge and experience will be tested.

**Safer recruitment checks will be made at all stages in the recruitment process.**

## Contact Information

For more information about the application process please contact a member of our HR Team by telephoning 020 8857 1455 or contacting them via email [hr@eltham-college.org.uk](mailto:hr@eltham-college.org.uk)

Further details about the School can be found by visiting our websites: [www.eltham-college.org.uk](http://www.eltham-college.org.uk) & [www.blackheathprep.co.uk](http://www.blackheathprep.co.uk)

**THE SUNDAY TIMES**  
**SCHOOLS GUIDE**  
**2024**

---

**INDEPENDENT SECONDARY**  
**SCHOOL OF THE YEAR**  
**LONDON**

Gloria Filiorum Patres



**ELTHAM COLLEGE**  
**JUNIOR SCHOOL**

**Eltham College Junior School**  
 Mottingham Lane  
 London SE9 4RW

+44 (0)20 8857 3457  
 juniors@eltham-college.org.uk

[www.eltham-college.org.uk](http://www.eltham-college.org.uk)



**ELTHAM COLLEGE**

**Eltham College**  
 Grove Park Road  
 London SE9 4QF

+44 (0)20 8857 1455  
 mail@eltham-college.org.uk

[www.eltham-college.org.uk](http://www.eltham-college.org.uk)