



**King
Solomon
High School**



Site Manager Candidate information pack

Permanent, Full time (36 hours per week, 52 weeks per year)

Salary: LBR Grade 12, Scale point 35 to 38, £47,532 to £50,574 (Actual Salary)

Required: 1st September 2025



Welcome to King Solomon High School

Learning

Charity

Community



Dear Candidate,

I am delighted that you are considering applying for the role of



This is an exciting opportunity for an exceptional _____ to make a substantial impact in _____.

King Solomon High School is brimming with potential and opportunities. If you lead with expertise, rigour and high standards then this could be your ideal next career move.

We are a unique, inclusive and wonderful Jewish school in Redbridge, with students and staff from a range of religious and cultural backgrounds. We are an equal opportunities employer, and value diversity and inclusion. The successful candidate will have the opportunity to create transformational impact and will be supported in fulfilling their own career potential

Michele Phillips, Headteacher



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Michele Phillips, Headteacher



History, ethos and values



King Solomon High School is a United Synagogue, orthodox Jewish school.

The school welcomes students of all faiths and of no faith. The school opened in 1993 to meet the growing demand for Jewish school places in East London, Essex and the surrounding areas. Currently, approximately 20% of students on roll identify as Jewish. We are a six-form entry school, and the only Jewish secondary school in Essex.

School values

- Learning
- Community
- Charity

School Motto

If I am not for myself who will be for me?

If I am only for myself, who am I?

If not now, when?

(Ethics of the Fathers 1:14)

Our motto encompasses the school's Jewish ethos and values, highlights our aim to develop every student as a rounded and grounded individual through a variety of learning and lived experiences, all infused with Jewish teachings and values. The King Solomon community experience shapes young people into informed, responsible and caring citizens.



Educational vision



The school's vision is to provide students with a world class educational experience and to be an example of best practice to other schools.

Curriculum intent

The King Solomon High School curriculum is underpinned by our Jewish ethos and our values of learning, charity and community.

Learning

The King Solomon High School curriculum

- is ambitious and designed to educate students in the best that has been thought and said in each subject and to build a cultural capital,
- introduces students to carefully sequenced core knowledge
- supports, challenges and stretches students of all abilities through mastery and depth, considering their learning needs,
- inspires intellectual curiosity and develops a lifelong love of learning,
- provides students with learning, skills and opportunities to pursue their ambitions,
- uses research-driven pedagogical methods to give students the most impactful educational experiences,
- provides curriculum breadth and ensures that the curriculum is accessible to all students.

Charity

The King Solomon High School curriculum

- provides students with a wider curriculum that develops them as empathetic and caring citizens.

Community

The King Solomon High School curriculum

- develops students' knowledge and understanding of Judaism and Jewish identity,
- develops students' understanding of the world, its people, cultures and religions,
- teaches students how to make healthy and safe personal choices and have healthy relationships.



Strategic priorities

King Solomon High School is brimming with potential. Students are keen to learn and contribute to the school, and much has been done over the last year to lay the foundations for meaningful change. To move the school from requires improvement to good and then outstanding, we have been reviewing and improving all aspects of the school, implementing new and innovative systems that embody excellence, ambition and rigour.

| | |
|---------------------------|---|
| Leadership and management | <ul style="list-style-type: none">• Develop a shared understanding of excellence.• Empower leadership and accountability at all levels.• Develop a strategic and joined up approach to school leadership.• Be outward facing and work with successful schools, leading thinkers and educational professionals.• Improve the aesthetics of the school so that it reflects our school's values, inspires students and embodies excellence. |
| Quality of education | <ul style="list-style-type: none">• Develop a curriculum that teaches students the very best of what has been thought and said in each discipline (powerful knowledge).• Develop a consistent approach to teaching practice inspired by Rosenshine, Lemov and informed by research on cognitive science.• Ensure we have a curriculum structure that offers students a broad and balanced education.• Develop a raising achievement strategy that focusses on revision, intervention, habits of attention and mindset.• Improve post-16 outcomes , outcomes for boys, disadvantaged students and students with SEND.• Develop and embed a reading curriculum and strategies to support students who need support with their reading. |
| Behaviour and attitudes | <ul style="list-style-type: none">• Empower teachers to lead from the front and take ownership of achieving excellent student behaviour and attention in their lessons.• Embed our 'prevention before sanction' approach to behaviour, which focuses on the consistent application of codified rules and systems.• Embed classroom behaviours (STAR/SLANT) that facilitate disruption free learning and support excellence. |
| Personal development | <ul style="list-style-type: none">• Provide all students with a range of enriching experiences and opportunities to explore their talents and interests.• Provide all students with meaningful opportunities to be responsible, reflective and active citizens.• Develop the school's formal and informal Jewish provision. |



Behaviour & Attitudes



King Solomon High School has rigorous systems in place to support students in meeting our high expectations of behaviour. However, there are still improvements to be made in ensuring that all staff embody and enact new behaviour systems. The newly appointed Assistant Headteacher will play a key role in supporting staff to develop their practice.

Key aspects of our behaviour systems

- 'Prevention before sanction'. This means that we focus on the consistent application of habits and routines to prevent poor behaviours from occurring in the first place.
- Our approach to behaviour is 'warm/strict' and we believe that 'sweating the small things' prevents more serious behaviours from occurring
- Year 7-11 students line up in the mornings and are collected by their form tutor.
- We operate a daily detentions system.
- We have a commitment to disruption free learning.
- Teachers use 'meet and greet' and 'end and send' routines to ensure that lessons start and end in a focused and calm way.
- STAR expectations and a countdown system are part of classroom expectations.
- There is a 'Behaviour Playbook' in place to ensure that all staff have a practical guide to implementing the school's behaviour policy.

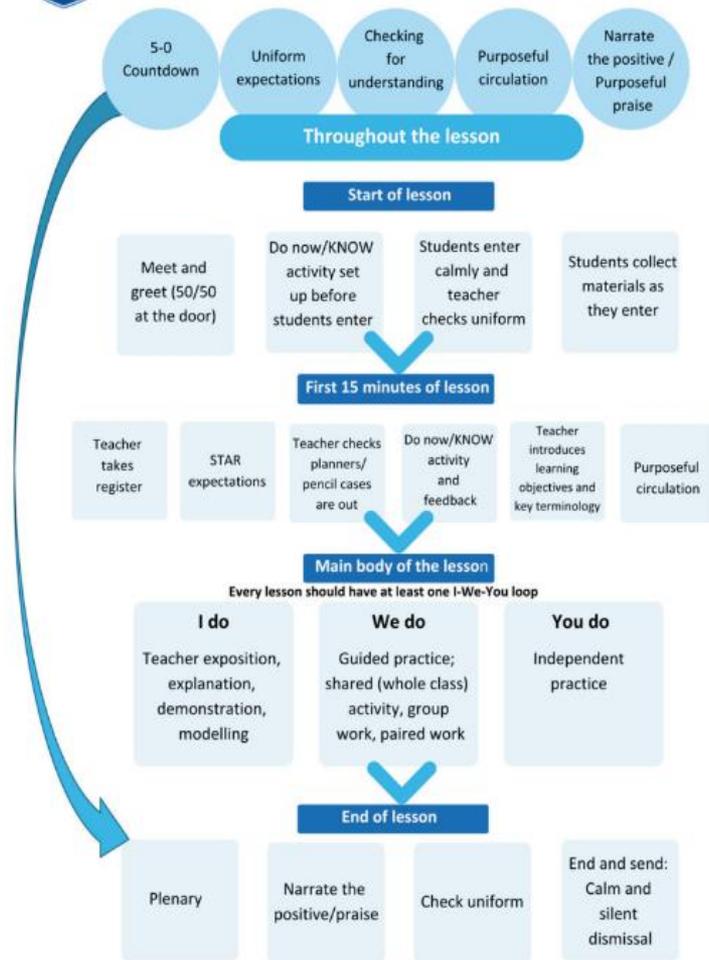
Safeguarding and promoting the welfare of children is the responsibility of all staff. We have a strong culture of safeguarding, and all staff are proactive in reporting any concerns about a student's welfare. We recognise the vital role mental health plays in the everyday lives and success of all individuals. Whilst we cannot always remove the challenges our students face, we can provide them with access to support to help them build resilience, emotional intelligence and coping mechanisms.

The King Solomon High Classroom Practice Guide

The official teacher's codified blueprint for high quality teaching and learning at King Solomon High School



Classroom procedures and pedagogy flowchart



Teaching & Learning

This year the school launched the Classroom Practice Guide to embed best practice teaching strategies into everyday teaching and learning.

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- Replacing worksheets with booklets.
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KS4 academic results

King Solomon High School is an academically successful school with GCSE Attainment and progress above national averages.

The school's current Progress 8 score for 2024 is 0.36 (above average).



| GCSE results | 2024 |
|---------------------|-------|
| A8 | 49.23 |
| P8 (provisional) | 0.21 |
| 9 to 7 | 25% |
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| Eng & Maths 9 to 5 | 49% |
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| Ebacc Entries | 23% |
| Strong Ebacc (5+) | 15% |
| Standard Ebacc (4+) | 19% |



Reasons to work at King Solomon High School



Be part of the success story

- Having been judged as requires improvement by Ofsted, staff will be part of the success story when we move to good and outstanding.
- Our students are fantastic, polite and caring young people. They deserve a world class educational experience. Join us to be part of their future.

Ambition & excellence

- We are ambitious for every student and member of staff.
- We strive for excellence and to be an example of best practice in all that we do.

Staff and student wellbeing

- We are a caring and supportive Jewish community school.
- We have an early finish every Friday at 1.20pm, as part of our Jewish ethos and to promote a work life balance.
- We have a sensible approach to meetings and most meetings for main scale teachers are streamlined into a Tuesday.
- The school is closed on Jewish holidays.
- All staff have access to a private employee wellbeing programme with free counselling and arrange of support services.

Transport links

- The school is a 4 minute walk from Fairlop underground station on the central line. We are well served by several bus routes, and we have a staff car park.

Career development

- We are committed to inspiring ambition and to supporting staff in their career development.



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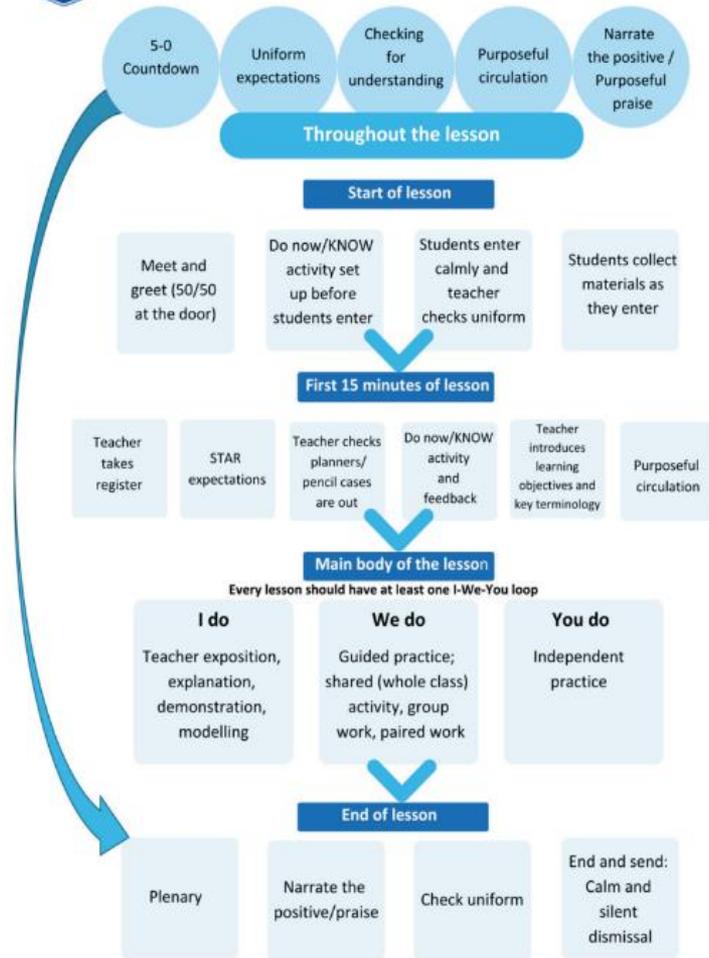
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The role



The role: Site Manager

Contract: Permanent and year-round, 52 weeks per year

Hours: 36 hours per week on a shift basis

Salary: LBR Grade 12, Scale point 35 to 38 , £47,532 to £50,574 (Actual Salary)

Reporting to: The Headteacher or Director of Operations

The Site Manager will oversee the maintenance and efficient operation of the school's buildings and grounds. They will ensure compliance with health and safety regulations, manage site staff, coordinate maintenance schedules, and oversee facility-related projects to support a safe and effective learning environment. The successful candidate will line manage the following functions: site maintenance, health and safety, and facilities management.

Safeguarding statement

King Solomon High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment and be familiar with the school's safeguarding policy. Child protection screening will apply to this post.

Equality statement

King Solomon High School is committed to equality of opportunity and values its diverse staff and student community. All staff are required to adhere to the school's equal opportunities policy. We have a zero-tolerance approach to discrimination, harassment and bullying.

Staff code of conduct statement

King Solomon High School has high standards and expects all staff to behave in a professional manner at all times. All staff are expected to adhere to the school's staff code of conduct policy.



Job description

Main Duties & Responsibilities:

The Site Manager is responsible to the Headteacher and/or Director of Operations for the general safety, maintenance and upkeep of the school premises and grounds, and for providing a safe, secure, clean, and warm environment for all children, staff and visitors. In carrying out the tasks in the post holder has a duty (under Health & Safety legislation) to take reasonable care for the health and safety of yourself and that of others. This implies taking positive steps to monitor and maintain a safe and secure working environment. It is expected that whilst maintaining a safe and secure working environment you comply with safety rules and procedures and to ensure that nothing you do, or fail to do, puts yourself or others at risk. This includes the proper recording and reporting of hazards and accidents. The Site Manager will be on site during working hours. The post holder will work closely with the Headteacher and external contractors to affect a coordinated and timely service and premises strategy for the school. The postholder will line manage and monitor the work of external contractors relating to maintenance and cleaning.

Line Management

- Site team
- Cleaners



Specific Accountabilities:

Facilities

- To manage and monitor the routine maintenance of the site, including: prioritising and resolving issues raised by staff, organising structural repairs and decorative work that can be done in-house (rolling programme), keeping fixtures, fittings and furniture in a good state of repair, control litter and disposal of rubbish and redundant equipment, dealing with any spillages or graffiti in a timely manner
- To ensure servicing of equipment such as heating, lighting, air-conditioning and alarm systems is completed on a regular basis and complies with legislation
- Supervise and monitor the operation of the cleaning and grounds maintenance, liaising with the School Business Manager
- To employ contractors for works that cannot be done in-house by following the correct tendering process
- To ensure rooms and areas are set up as required for assemblies, exams or other events
- To oversee any new building and refurbishment programmes and
 - act as a point of liaison between contractors and school
 - Provide data to assist the School Business Manager/Director of Operations in preparing bids to external bodies for additional funding for capital projects e.g. Condition Improvement Fund
 - Keep up to date with legislation and best practice in premises management
 - To liaise with any external contractors to ensure they are aware of school policies (smoking, fire evacuation, etc)
 - To plan repairs and maintenance program for the holiday periods and in readiness for school events like Open Evening
 - To conduct daily/weekly/monthly site audits.
 - To quality assure work carried out by contractors and site staff.



Health and Safety

- To act as Chief Fire Warden and take a lead in fire drills and fire safety planning
- To work with School Business Manager to be responsible for Health and Safety within the school and to ensure compliance with statutory and regulatory standards
- To work with the School Business Manager and Headteacher to implement and review the Trust's Health and Safety policy including all Risk Assessment procedures
- To prepare for and be held accountable for the annual Health and Safety Audit.
- Provide guidance and support to all staff on Health and Safety matters
- Check site weekly for any potential Health and Safety concerns and take corrective action where necessary
- Ensure Fire and Water safety (Legionella) checks are carried out regularly and accurate records are kept, managing equipment and its maintenance, coordinating annual risk assessments and ensuring any necessary follow up is undertaken
- Asbestos – keep Asbestos Management Plan record up to date and ensure staff, contractors and other stakeholders are briefed on where asbestos is located and procedures for reporting any concerns in line with the Trust Health and Safety policy
- To ensure that the school adheres to COSHH guidelines
- To ensure that all other safety works (PAT testing, Fixed wire etc) are carried out according to regular planned review
- Complete annual review of general Risk Assessments where required and take any corrective actions where necessary
- To be trained as a First Aider and an Evacuation Chair trainer.



Extended Services / Porterage

- Prepare the site for major events i.e. Open Evening
- Liaise with the School Business Manager and ensure that the needs of the lettings customers are being met and are balanced with the needs of the school. Work with the School Business Manager to promote the school facilities and increase school lettings.
- Take deliveries of equipment, materials and other goods
- Unpack and store stock in conjunction with the School Business Manager/Admin team
- To provide a responsive, flexible porterage service for the movement of equipment and furniture around the site according to need.
- To use the school's calendar to proactively identify events that require set up and other support by the Site Team, liaising with staff to determine what set up is required
- To ensure venues are set up to brief and to a high standard in advance of assemblies, meetings, performances, events, exams and other activities
- To ensure that the school site is clean, clear and in a suitable condition for use by lettings at the end of the school day

Financial and Asset Responsibilities

- Budget holder for those areas of delegated responsibility, such as repair and maintenance. Ensure all expenditure is within budget and all purchasing is in accordance with the school's financial policies, ensuring good value for money and service levels
- Monitor utilities contracts. Log energy, solar panel production and water usage and monitor usage patterns. Investigate any irregularities
- Proactively implement a recycling programme throughout the school
- Keep accurate and appropriate records, ensuring that they are available for inspection
- Manage the maintenance and operation of the school minibuses including maintaining a list of minibus drivers and their validity



Job description

General requirements of all staff

- Adhere to all school policies.
- Work cooperatively with colleagues and under the direction of your line manager.
- Seek support and guidance where needed.
- Always maintain confidentiality.
- Work to promote the safeguarding of all students.
- Promote equality, diversity and inclusion.
- Complete work to a high standard.
- Support and promote the vision of the school.
- Support the school's Jewish ethos.
- Attend school events as required.
- Keep up to date with development changes and legislation in relation to your role.
- Undertake weekly duties as directed, including the supervision of students at the beginning of school, during break times and at the end of the school day.
- To follow school policies and procedures and guidelines as provided by line managers and the school's senior management team
- To attend meetings, parents' evenings and other functions, as required by the Headteacher.
- To uphold agreed standards of dress, behaviour and discipline around the school and when supervising pupils outside the school

Reasonable requests

Main duties and responsibilities are outlined in the job description. Other duties of an appropriate level and nature may also be required, as directed by the Headteacher and/or line manager. 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.

Please note that the post holder may be required to work outside of normal school working hours for school events, meetings and emergencies. This will be communicated in advance and necessary arrangements will be made depending on staff member's role.

Review Arrangements

These responsibilities may be amended at any time in the future by the Headteacher in order to respond to the changing demands and needs of the school, national initiatives and statutory legislation. The Headteacher/Deputy Headteacher will consult with the postholder at the appropriate time.



Person specification

Qualifications & experience

- At least 3 years experience working in a role with responsibility for the facilities, maintenance and health and safety of a building, campus/site.
- An excellent working knowledge of health and safety legislation and requirements (ideally in schools).
- Training and sound experience in one or more of the following: general maintenance, plumbing, electrical/building maintenance, heating systems, grounds work.
- Experience and expertise in areas of DIY.
- Relevant qualifications or training in First Aid and/or Health and Safety
- An understanding of safeguarding children.
- Good written and numeracy skills for the purposes of keeping records and writing letters and communications.
- Good IT skills for the purposes of keeping records and logs.

Skills & attributes

- Ability to think strategically.
- Ability to work proactively with attention to detail.
- Highly developed interpersonal skills including influential skills.
- Willingness to constructively challenge the work of self and others to continually improve own and team performance.
- Ability to manage conflicting priorities, make decisions and resolve issues in potentially stressful situations.
- Ability to work to high standards and with rigor.
- Commitment to equal opportunities.
- Commitment to the school's Jewish ethos.
- Commitment to improving the lives of children.
- Commitment to safeguarding.

Application process



1. Complete the London Borough of Redbridge application form (CVs are not accepted).
2. Complete a personal statement of no more than two sides of A4 outlining how you meet the person specification. Please cover all the points of the person specification as this will be used for shortlisting purposes. **Please complete your personal statement on a separate document and not in the application form.**
3. Email your application form and personal statement to recruitment@kshsonline.uk
4. This vacancy will close on Friday 11th July 2025 at 8:30am. We may interview suitable candidates as we receive applications. We therefore encourage suitable candidates to apply as soon possible. We reserve the right to close the advert at any point before the closing date.
5. Candidates wishing to visit the school or wishing to speak to a member of the Senior Leadership Team before applying should contact recruitment@kshsonline.uk



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