



COMMITTED TO
EXCELLENCE
GREENSHAW HIGH SCHOOL

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RECRUITMENT PACK



Proud to be part of the

GREENSHAW
LEARNING TRUST



Greenshaw High School,
Grennell Road,
Sutton,
Surrey SM1 3DY

Telephone: 020 8715 1001

Email: info@greenshaw.co.uk



Dear Candidate,

Welcome to our school and thank you for taking an interest in joining Greenshaw High School. We are the highly popular founder school in a thriving multi academy trust. We are immensely proud of our great community and look forward to welcoming you, should you wish to be part of our special family of staff and students..

Greenshaw High School is a highly over-subscribed 11 to 19 mixed comprehensive secondary school situated in Sutton, South West London. We currently have around 1,960 students on roll, with staff providing teaching, pastoral care and many other support activities across the school. We have a very diverse population of students, meaning that this school offers a fully comprehensive range of opportunities for colleagues who work here.

We are fortunate to be a highly popular school with a long standing and trusted record for excellent education. This was endorsed in our most recent Ofsted report (October 2024) that judged four areas of our school's performance to be 'Outstanding'. We believe this comes from our ambition to achieve two different educational targets.

The first is striving for all of our students to achieve **high outcomes** - we have been in the top 10% of all schools for progress at GCSE in two of the last three years. We have also enabled over 60 students each year to achieve a place at a Russell Group university. We are particularly proud that the progress of our disadvantaged students is also in the top 10% nationally at GCSE, and that we are one of the most respected schools for the education of SEND students in Sutton.

The second ambition is to do all we can to create a culture of **high welfare**. We prize the dignity of all members of our community, greeting our pupils at the gate when they arrive at school, as they enter each classroom and around school. We encourage, and model, high quality social interaction throughout the school day so that our pupils are naturally welcoming and interested in others. Alongside our care for pupils we also have absolute regard for the workload of all colleagues, those that teach and those that are non-pupil facing, with a culture of warmth and support. I am very proud that our Ofsted report, while grading 'Behaviour and Attitudes' as outstanding also used the adjective 'friendly'.

These are very exciting times for our school. We are into an amazing building project that will see two thirds of the school rebuilt, totally upgrading the day to day experience for our pupils and staff. While we work tirelessly to maintain the fabric of the existing buildings, and the decor within them, I am very excited about our students

being able to learn in brand new science labs, drama studios, and art facilities supported by a twenty first century learning resource centre.

Joining Greenshaw represents an excellent professional opportunity. You would be joining a staff group, teaching and non-teaching, who are totally committed. Our Research School status means we have access to the most recent findings about educational effectiveness, and we run a rich training programme for all colleagues.

We are at the heart of the Greenshaw Learning Trust, a multi academy trust with very strong outcomes for our children across primary and secondary phases, spread over nine local authorities in southern England. This means we are also very well connected to subject leads, professional support and wider networks. As a group each school is focused on developing our own excellence, as well as committing to the successes of our other partner schools.

I know that there is often a relatively tight window for applications but we always welcome visits prior to making an application. In addition, our school website is very detailed and offers much information about the school. If you would like to arrange a visit, or talk over the phone or online, do please contact the school's HR team at hr@greenshaw.co.uk.

Greenshaw High School is committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

If our vision for education is one you share then please do read on. We are ambitious about promoting excellence, life changing opportunities and inclusion. I very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification. We encourage applications from all candidates who would like to play their part in our work to continue the development further of our successful school.

I look forward to welcoming you in person at Greenshaw High School very soon



Yours sincerely

Nick House, Headteacher

TERMS AND CONDITIONS

CONTRACT

- Permanent

SALARY

- Salary calculated in line with NJC Outer London pay scale 1a/2, points 3-4, £28,617.00 - £29,025.00 per annum (£15,047.97 - £15,262.51 per annum pro-rated). Starting salary and pay points will be aligned with relevant regional NJC spine on appointment, dependent on the location of the postholder.

HOURS OF WORK

- Part-time, 20 hours per week
- Term time plus 5 weeks (5 inset days and 4 additional weeks to be worked during the school holidays)
- Typical working pattern: Monday to Friday 3:30pm to 7:30pm
- Flexibility and the ability to work outside of the normal working hours may be required

PLACE OF WORK

- Greenshaw High School, Grennell Road, Sutton, Surrey SM1 4DY.

PENSION SCHEME

- Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Local Government Pension Scheme (LGPS) or a Personal Pension Scheme. Details of the Local Government Pension Scheme are available at: <https://www.lgpsmember.org>

HOLIDAY ENTITLEMENT

- The postholder will be paid an enhancement for holiday pay, which is included in the salary details above.

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Cleaning Assistant
Responsible to:	Premises Manager

ROLE OVERVIEW

We are looking for an enthusiastic, highly motivated individual to join our committed Premises team. The successful candidate will motivate, challenge, support and inspire our students. They must also have relevant experience in a similar role with a proven track record.

The Cleaning Assistant will undertake a range of daytime cleaning duties, ensuring that the standard of cleaning across the school is carried out to ensure satisfactory standards of hygiene are maintained in accordance with the cleaning specifications.

All duties carried out are expected to comply with the Health and Safety at Work Act, Acts of Parliament, Statutory Instruments, COSHH Regulations and other legal requirements, and any other nationally agreed codes of practice that are relevant.

The Cleaning Assistant will report to the Cleaning Supervisor, and be accountable to the Premises Manager.

MAIN DUTIES AND RESPONSIBILITIES

Main Responsibilities

- Ensuring that the standard of cleaning carried out to ensure satisfactory standards of hygiene are maintained in accordance with the cleaning specifications;
- Carrying out cleaning duties such as sweeping, dusting, wall washing, toilet cleaning, mopping and the use of vacuum cleaners;
- Using electrical and mechanical equipment, floor polishes etc. when necessary;
- Collecting litter/rubbish and disposing of appropriately;
- Cleaning low-level glazing, as required;
- Removing graffiti and other substances from surfaces, including walls, doors, floors, carpets and furniture;
- Monitoring, cleaning and maintaining the staff and students' toilet facilities;
- Replenishing roller towels, hand towels, soap and toilet rolls, as required;
- Tidying and cleaning the staff room periodically throughout the cleaning shift;
- Wearing protective clothing provided whilst on duty and being aware of responsibilities for Health & Safety measures designed to protect self, other staff and users of the premises;
- Being pro-active in identifying and reporting maintenance issues and broken or damaged equipment;

- Updating the Daytime Cleaning Supervisor and/or Premises Manager on a daily basis to any work that requires attention, if unable to rectify immediately;
- Ensuring that school-owned cleaning equipment is maintained to a satisfactory condition;
- Reporting low stock of cleaning equipment to the Daytime Cleaning Supervisor, as necessary;
- Reporting immediately to the Daytime Cleaning Supervisor or, in their absence, the Premises Manager or Director of Operations, any accident, dangerous occurrence or practice, or threat to health and safety;
- Covering for absent cleaning staff as directed by the Daytime Cleaning Supervisor or Premises Manager;
- Undertaking school holiday cleaning duties as directed by the Premises Manager;
- Carrying out emergency cleaning (e.g. toilets/medical room) or any other additional cleaning, as required.

General Responsibilities

- Acting as a professional and positive role model to our students in terms of personal presentation, timekeeping and behaviour;
- Ensuring a good knowledge of forthcoming events by reading the Premises Team calendar and Red Notices provided and liaising with appropriate staff in advance of events, as required;
- Adopting a pro-active and responsible attitude to all duties required throughout the school and to update the Premises Manager on a daily basis to any work that requires attention, if unable to rectify meeting;
- Being responsible for keeping up to date with the requirements of the role, by attending appropriate INSET and training courses, meetings, and keeping abreast of changes in legislation;
- Being aware of and complying with policies and procedures relating to child protection, equal opportunities and race equality, health and safety, confidentiality and data protection, reporting all concerns to an appropriate person;
- Undertaking any other duties commensurate with the post as may be required by the Premises Manager or the Headteacher.

SAFEGUARDING

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.
- Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
Education, qualifications and training		
Willingness to undertake training in the use of cleaning machinery	x	
Willingness to undertake induction or ongoing training	x	
Good Numeracy & Literacy skills	x	
Experience and knowledge		
Experience of cleaning in a similar role	x	
Previous experience of working successfully as part of a team	x	
Knowledge relating to the Health & Safety at Work Act	x	
Previous experience of working in an educational setting, ideally a secondary school		x
Aptitude and skills		
Willingness and ability to undertake cleaning duties to maintain and develop the internal and external environment	x	
Willingness and ability to clean designated areas inside and outside the premises and to collect and dispose of rubbish, litter etc	x	
Ability to use chemicals and cleaning materials in an appropriate and safe manner	x	
Ability to manage resources effectively, efficiently and prudently	x	
Demonstrate a proficiency in the effective and safe use of machinery and equipment	x	
Ability to perform any lifting or handling of materials and periods of standing required	x	
Ability to log maintenance and cleaning requirements as they arise	x	
Ability to comply with Health & Safety and other procedures to ensure that all duties are carried out safely	x	
Ability to communicate effectively with colleagues, students, parents and other visitors in a professional manner	x	
Ability to work constructively as part of a team, making a positive contribution, whilst building good relationships with colleagues	x	

Ability to show initiative and work under pressure, multi-task and manage time effectively	x	
Ability to work flexibly to support others and respond to unplanned situations	x	
Additional requirements		
Able to appropriately deal with confidential information	x	
Desire to enhance and develop skills and knowledge through CPD	x	
Demonstrate a commitment to safeguarding and the highest standards of child protection	x	
Recognition of the importance of personal responsibility for Health and Safety	x	
Commitment to the school's ethos, aims and its whole community	x	

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than 11.59pm on 5/7/2026. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Interviews will be held shortly after the closing date. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicant will take up the post as soon as possible.



GREENSHAW LEARNING TRUST



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7 Throwley Way,
Sutton SM1 4AF



020 3988 0218



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