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PERSON SPECIFICATION

Post title: Cleaner
Academy: Laidlaw Schools Trust (Based at Oxclose Community Academy)
Reporting to: Site Manager
Salary/pay range: £25,949 FTE, £8,766 actual salary
Hours of work: 12.5 hours per week,all year round
The postholder must be willing and able to work across the Oxclose Cluster (Primary and Secondary Academies), as required, and travel to other Trust locations where necessary.

The successful candidate will meet the criteria detailed within this person specification. The listed criteria will form the basis of the selection process. Applicants should address all elements of the person specification, indicating experience and where appropriate, citing supporting examples within their application.

Personal Attributes	Essential	Desirable	How Identified
Are highly **ambitious** for self and organisational growth	**X**		**Application Interview Task**
Are **brave** in leadership decision making, being innovative and forging new paths	**X**		
Are **curious** to identify solutions based on rigorous evidence and research	**X**		
Are **determined** to overcome obstacles and resilient in the face of challenge	**X**		
Are open minded to bringing about **extraordinary** change which may challenge the norm	**X**		
Are **fast** and nimble to address emerging needs and underperformance	**X**		
Are **good**, moral, truthful and treat others with respect	**X**		
Knowledge & Experience	**Essential**	**Desirable**	**How Identified**
An understanding of cleaning processes and procedures	**X**		**Application Interview Task**
A good standard of spoken English	**X**		
Able to use cleaning equipment	**X**		
Able to work within and apply all relevant school policies and procedures	**X**		
Skills	**Essential**	**Desirable**	**How Identified**
Ability to prioritise workload effectively to meet deadlines	**X**		**Application Interview Task**
Excellent communication skills and inter-personal skills, including tact and diplomacy	**X**		

Equal Opportunities	Essential	Desirable	How Identified
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	**X**		**Application Interview Task**
Committed to equal opportunities policies relating to gender, race and disability in an educational context	**X**		
Safeguarding	**Essential**	**Desirable**	**How Identified**
Committed to the protection and safeguarding of children and young people	**X**		**Application Interview Task**
Demonstrate up to date knowledge of relevant legislation and guidance in relation to working with young people	**X**		