



CLEANER VACANCY INFORMATION



**Welcome to
Combe Pafford School**

Sally Banfield, Headteacher



Thank you for your interest in joining Combe Pafford School. We are a vibrant, nurturing, and inclusive community where children and young people feel safe, valued, and inspired to learn. As Headteacher, it is a privilege to lead a school where our students' individuality, achievements, and resilience are celebrated every day.

Since joining the school in September 2024, I have been consistently impressed by the incredible talent and resilience of our young people and the dedication and expertise of our staff team. Together, we are committed to providing exceptional education and personalised support that enables every student to thrive.

About Our School

Combe Pafford School currently provides specialist education for students aged 9–19 (Years 4–14) with:

- Autistic Spectrum Condition (ASC)
- Moderate learning difficulties
- Physical difficulties
- Complex needs

We combine high-quality academic teaching with a strong vocational pathway that continues into our Post-16 provision. Some students study GCSEs; others follow Entry Level or Functional Skills qualifications. Our belief is simple: there are no ceilings to what our young people can achieve.

Our aim is for every student to leave us with meaningful qualifications, confidence in themselves, and the skills they need for independence, work-based employment and adulthood.

Future Development

At the request of Torbay Local Authority, from September 2026 the school will move to a formal designation for Autistic Spectrum Condition (ASC). From this point forward, new admissions will require a formal ASC diagnosis. This shift strengthens and focuses on our commitment to delivering high-quality specialist provision for autistic learners. Our first cohort under this designation will join us in Years 4–7 from September 2026 and we are excited to welcome them to the school.

In line with our new designation, the school is having a capital build project completed over the summer. This includes new outside learning spaces, a new sensory zone with associated spaces, new toilets, outside playground equipment and a new OT space. All our current young people with MLD will continue their journey at Combe Pafford as we build our new ASC cohorts up from the lower end of the school. The school will be fully ASC by September 2030.

Our Values and Vision

Personal development is at the heart of everything we do. We prioritise communication, social understanding, problem solving, resilience, and life skills so that our students can approach the wider world with confidence.

Our school culture is guided by our core values of:

- Compassion
- Resilience
- Respect

The Role of Cleaner

As a School Cleaner, you will play a vital part in maintaining a clean, welcoming, and well-kept environment across the college. In our inclusive and supportive community, your work ensures that every student—regardless of background or ability—has a safe and positive space to learn. You'll help keep classrooms, corridors, and shared areas clean and ready for learning, supporting the smooth running of the school every day.

Why Join Us?

We are proudly oversubscribed and recognised as a school of choice within Torbay and the surrounding community. Staff benefit from a supportive team ethos, clear routines, strong leadership, and a culture that values professional growth and wellbeing.

If you believe in the potential of every young person and want to make a meaningful difference in the shaping of their lives, we would be delighted to receive your application.

Come and Visit

The best way to understand our ethos and culture is to come and see it in action. We warmly welcome prospective applicants to visit us and experience our community firsthand.

Thank you for reading our application pack and for the time you invest, if you choose to apply. I look forward to reading any application you submit. Please do not hesitate to contact me at school if you have any questions about the role.

Kind regards,

Sally Banfield
Headteacher



About the Role

Combe Pafford is a successful and popular 8-19 single academy special school situated on the coast in Torbay within easy reach of Dartmoor National Park. The school is a very popular school and always oversubscribed and has an excellent reputation locally for catering for the needs of pupils who have moderate learning difficulties, many of whom have additional needs of ASC or PD. We have 205 pre 16 pupils and a thriving sixth form of 60 students.

We are fortunate in that the school has been extensively remodelled and refurbished in recent years and we have invested heavily and created a wide range of first-class vocational facilities on-site which includes a construction hall, fully operational garage, a horticulture centre, animal care centre, hair salon and café which opens to the public. The outcome of this is that on average, at least 50% of our students leave us to undertake suitable and appropriate employment.

Besides a wide-ranging academic offer, we are also extremely keen to help youngsters develop their personal and social skills through wide-ranging enrichment and residential opportunities, which has included visits to Europe, China and Costa Rica. This year we will be offering residential trips for all our students from Year 7-Year 14 visiting, Kenya, Grand Canaria, France, Belgium, Germany, Wales and other parts of the UK.

Our vision is to develop a successful school that delivers the very best educational experience with a clear focus on raising standards and having high aspirations for all pupils and students whilst celebrating each individual's uniqueness.

The school is now looking to appoint Cleaners to join our Premises Team, we are looking for someone who:

- Shares our values and takes pride in creating a clean, safe and welcoming environment for every student.
- Has high standards and is committed to maintaining excellent levels of cleanliness across the school.
- Is open to feedback and keen to develop their skills as part of a supportive team.
- Is reliable, trustworthy, and comfortable working in a school setting.
- Is kind, patient, flexible, and able to communicate clearly with colleagues and staff.
- Is organised, proactive, and works well as part of a team.

The Successful Candidate Will:

Ensure classrooms, corridors, toilets, offices, and shared areas are clean, safe, and ready for learning each day.

- Carry out cleaning tasks such as vacuuming, mopping, dusting, wiping surfaces, emptying bins, and replenishing supplies.
- Help maintain a hygienic environment that supports students' physical and emotional wellbeing.
- Follow established cleaning routines and health & safety procedures, including safe use of equipment and materials.
- Be aware of the needs of different areas of the school and report any issues—such as damage, hazards, or shortages—to the Premises Manager.
- Work collaboratively with the site team to ensure the school remains a welcoming and well-maintained place for all.

We strongly believe that every child should come to school excited about the day ahead and leave with a sense of achievement. Our aim is to provide an environment where pupils are supported to develop the knowledge, skills, confidence and independence they need to thrive both in school and in adult life.

This is an exciting opportunity to join a dedicated staff team committed to ensuring every pupil receives the support and opportunities they deserve.

Further information about the school can be found on our school website:
www.combepaffordschool.co.uk



JOB DESCRIPTION

Salary range	NJC Grade B £24,796 FTE £12.852 per hour Actual Salary from £11,823
Contract	Permanent
Start Date	asap
Hours	Monday–Friday 7am – 9am or 3.30pm – 5.30pm (+ an additional 10 hours in our Easter Break and 20 hours in our Summer break for a Deep clean)

- Clean a specified coloured area of responsibility as shown on a school map by sweeping, hoovering, wiping, dusting, sanitising, mopping etc.
- Area includes corridors and communal areas which can include staircases, lift lobby's, break-out room spaces, water fountains, cleaning cupboards.
- Cleaning areas may change depending on school need and absences.
- Hoovering
- Skirting boards
- Internal windows
- Door handles, push panels, kick plates, switches and sockets
- Window cills and internal windows including windows in doors
- Desks and chairs
- Empty general waste bins and replace bin liner
- Toilets including floor, sinks, taps, toilets and cistern, tiles and wall surfaces, hand driers, doors, mirrors and extractor fans
- Restock toilet rolls ensuring there is enough for each day in a cubicle
- During times of light use i.e. if pupils are away on residential or on work experience you may be asked to complete other duties such as clean carpets or steam clean
- Keep cupboards fully stocked
- Keep cleaning cupboards clean and tidy
- Refilling hand soap
- Ensure cloths are washed daily
- Be a member of and check the cleaning group Whatsapp for daily information or changes

DEEP CLEAN THROUGHOUT EASTER BREAK AND THE END OF THE SUMMER HOLIDAYS

- Deep clean duties include:
- Carpet cleaning
- Moving and cleaning behind all furniture
- Cleaning harder to reach ledges, windows, light fittings, above cabinets safely
- Moving items off shelves and from furniture or units to clean inside
- De-scale taps
- Clean vent covers in doors, on ceilings and remove where possible to wash
- Clean soft furnishings
- Clean bins

Expectations of Applicants:

- Treat people fairly, equitably and with dignity and respect to create and maintain a positive culture.
- Work as a positive team player, demonstrating mutual respect and integrity for others whilst maintaining open and effective communication at all levels in the School.
- Develop and maintain a culture of high expectations for self and others and take appropriate action where necessary.
- Regularly review own practice.
- Maintain high standards of professional conduct and personal appearance.

Notes: This job description may be amended at any time in consultation with the postholder



HOW TO APPLY

Please apply via the link on My New Term. This link will also be on the school website. Applications will only be considered on the school application form with an optional covering letter.

All candidates are advised to refer to the job description and person specification before making an application.

In fulfilling its aims and objectives, Combe Pafford actively seeks to achieve equality of opportunity and treatment for all members of the school community. We will continuously strive to ensure that everyone is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential regardless of their gender, ethnicity, cultural and religious background, sexuality, disability or special educational needs and ability. The school works actively to promote equality and foster positive attitudes.

Combe Pafford is committed to combatting all forms of discrimination by implementing positive policies and practices in compliance with the Equality Act 2010.

Any offer of employment to this role will be subject to receipt of a satisfactory enhanced disclosure from the Disclosure Barring Service, Children and Adult Barred List Checks, Section 128, identity checks, medical clearance, proof of relevant qualifications, satisfactory references and eligibility to work in the UK checks. Shortlisted candidates will be subject to an online search and required to complete a self-declaration of their criminal record at their interview.

All members of staff are expected to promote and safeguard the welfare of students in accordance with Keeping Children Safe in Education, including maintaining clear professional boundaries in all relationships. We strive for excellence and encourage our staff to aim high, making positive impacts through their clear focus and professionalism.

If you believe you are the right person for our role then we would love to hear from you.

If you have any further questions about this role, please liaise with the Deputy Headteacher on jmcveigh@combepafford.torbay.sch.uk or by telephone on 01803 327902