

# Recruitment Pack

Position	Cleaner
Contract details	Part-time, permanent 12.5 hours per week Afternoon 3pm-5.30pm shift each day All year round
Pay scale	Grade 1, SCP 2 £12.65 per hour Actual salary: £8,247.68 per annum
Close date	9am, Friday 27/02/2026
Start date	Required as soon as possible
How to apply	<ul style="list-style-type: none"> <li>Vacancy details are available on the school website vacancies page: <a href="https://www.ridgewood.dudley.sch.uk/vacancies">https://www.ridgewood.dudley.sch.uk/vacancies</a></li> <li>Complete your application using the 'Apply Now' button to access the app: <i>My New Term</i>: <a href="#">Ridgewood High School, Stourbridge, West Midlands / Teaching Jobs &amp; Education Jobs / MyNewTerm</a></li> <li>Recruitment queries, please email: <a href="mailto:replies@ridgewood.dudley.sch.uk">replies@ridgewood.dudley.sch.uk</a></li> </ul>



## Ridgewood High School

Headteacher – Mr James Cannon.

Park Road West, Wollaston, Stourbridge, West Midlands.

DY8 3NQ

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Dear Candidate,

Thank you for showing an interest in our posts for Cleaners. We have an experienced and highly capable cleaning and facilities team whose work is very much valued for its contribution to the smooth running of the school. They are always busy with a very varied list of tasks all of which help students get the best experiences they can in their time at Ridgewood.

This is an exciting time to join the Ridgewood Team. It is difficult to capture the atmosphere and ethos of a school on a page, but I believe that we have created something very special. Having joined the school in September 2019, I am really enjoying my time here. Ridgewood is quite simply a great place to work. Our staff team is very friendly and supportive - we all work hard because we know that our jobs are important, but we also have fun, we like each other and really appreciate the contributions that each individual makes. Because staff welfare is integral to the success of the school, we look after staff wellbeing and monitor their workload. Our staff do the best they can for the students in their care. There is a kind and happy family atmosphere in our school. High quality CPD is at the heart of our offer for staff and this is very much appreciated. Staff work together to research best practice, they share ideas and they monitor the impact of new developments on student progress and behaviour.

We are all very proud of the transformations that we have made in our school. Our last Ofsted inspection in July 2023 secured 'Good' grades across the board. We were praised for being a 'caring, inclusive school', with 'high expectations', 'warm and respectful relationships... between students and staff', an 'ambitious' curriculum and 'staff reported they are proud of their school' and 'are given opportunities to develop as professionals'. They also report that 'leaders manage staff workload well.'

Our students are lovely which explains why so many staff have worked in the school for such a long time! Because we have clear and effective behaviour systems, which centre around building healthy personal relationships, students know what is expected of them. They want to do well; they participate in a wide variety of extra-curricular activities and they get on well



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with their teachers. Supply teachers frequently say Ridgewood is one of the nicest schools they visit.

At every level, school leaders are visible, dynamic and supportive. We are proud that our leaders have been working effectively across Stour Vale Academy Trust, training new teachers and collaborating on improvement projects. A number of Ridgewood staff have secured promotions this year and last year, showing that our leadership development is strong.

If you want to join an ambitious, caring school in a lovely location, then we could be the school for you. We welcome candidates visiting before you apply, if possible, at a time during the school day so that you can see and feel our ethos in action. We wish you lots of luck and look forward to meeting you.

Yours faithfully,

**Mr James Cannon**

Headteacher

Ridgewood High School



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## At Ridgewood we...

### Our school motto is:

#### We want our students to:

- ☐ Achieve excellent exam results across a range of high-quality qualifications.
- ☐ Be happy, healthy, safe and confident about the future.
- ☐ Work hard, play hard and be nice people.
- ☐ Enjoy healthy working partnerships with adults and know how to resolve conflict when times get tough.
- ☐ Be resilient, able to cope with struggle and be determined learners. Know what to do when they don't know what to do.
- ☐ Shake hands with new people, get eye contact and present themselves as thoughtful, articulate young adults.
- ☐ Be selfless learners contributing to many teams and communities.
- ☐ Be curious about the world around them and have a spirit of adventure.

### Our staff working values are:

Commitment to achieving excellence	Hope and positivity	Teamwork	Kindness	Honesty
We expect high quality in every aspect of our school provision. We want and expect the best for our students and ourselves. There are no excuses, no blame and no fear in the way we work. We take responsibility for mistakes and use them to achieve a first-class process and outcomes.	We believe that everyone in our school can be their best selves. We know that our roles are important in giving children choices for the future. Our talk and actions are positively framed; we build success step-by-step and use failure as necessary stepping stones in the learning process.	We know that the team is stronger than the individual and work together to get the school we want. We support each other and care, helping everyone be their best selves. We enjoy working together and use 'with not to' to guide our work. We all play our individual part in Team Ridgewood.	We treat others as we would wish to be treated ourselves. We are kind and respectful to everyone and work hard to protect the dignity of all. We appreciate the contributions of our peers and our students and give praise where it's due. Being kind helps us feel better and creates a happier community.	We are open to improving our own practice and the practice of others in our team. We value the feedback that we are given. Respectful honesty in all our interactions helps to build trust, build better collaboration and healthy relationships.



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### At Ridgewood our provision is guided by the following principles:

<b>High Expectations</b>	Showing belief that our students can achieve at a high level in every arena be it academic, sporting, social.
<b>Dynamic Leadership</b>	Highly visible and dynamic leadership whose actions have an excellent impact on provision for our students.
<b>Ambitious Curriculum</b>	An ambitious curriculum and an entitlement to a rich body of academic, social and cultural knowledge and skills.
<b>Supportive Behaviour Culture</b>	A supportive and optimistic culture which develops the behaviour and attitudes of determined learners using 'Ready, Respectful and Safe' and our 'Determined Learners grid.
<b>Rigorous Personal Development</b>	Well planned and rigorous personal development that supports and challenges <u>every</u> child and helps them acquire a wide range of skills and aptitudes so that they leave us confident in their abilities.
<b>Excellent Teaching</b>	High quality responsive teaching that engages, enthuses and challenges every student in every lesson every day.
<b>Caring Ethos</b>	A caring ethos which keeps students safe, happy and healthy.



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## At Ridgewood we secure excellent behaviour

### We expect our students to be Ready, Respectful and Safe

#### Ready

We show we are Ready by:

- Attending school every day;
- Being on time for school, on time for lessons;
- Looking smart and business-like in the correct uniform;
- Being calm and purposeful at the beginning of a lesson;
- Being well equipped with pens, pencils, ruler, rubber, sharpener, a scientific calculator;
- Being well informed and optimistic about the future;
- Taking part in extra-curricular opportunities, representing the tutor group, house and the school.

#### Respectful

We show respect to our school community by:

- Having positive body language, good eye contact and by speaking clearly, calmly and positively;
- Listening carefully to the teacher and the views of others;
- Being kind in our words and actions- we don't use swear words, abusive or prejudicial language;
- Following the instructions of adults quickly as they will be keeping students safe and focussing on their achievement;
- Looking after the learning environment, putting litter in the bin and keeping work areas clean and tidy;
- Being considerate to the local community when we travel to and from school.

#### Safe

We show we know how to be **Safe** by:

- Being where we should be;
- Speaking to an adult if we are worried about something;
- Acting safely, keeping ourselves and others from harm;
- Reporting any concerns we have to a member of staff. If we see something that's not right, we must say something;



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- Walking on the left-hand side of corridors, stairs and doorways;
- Leaving phones at the bottom of our bags and not using them in school;
- Using technology safely by adjusting our privacy settings, by only writing positive messages to other students and by reporting anybody who makes us feel uncomfortable online;
- Not bringing weapons or drugs into school. These both may lead to permanent exclusion.



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### Job Description – Cleaner

#### **Main purpose of the job:**

Cleaners

12.5 hours per week –3pm to 5.30pm, Monday to Friday

All year round

Grade One, SCP Two

Reports to: Site Manager

Cleaners will be responsible for a wide range of cleaning duties and responsibilities, which include ensuring that areas of work allocated are cleaned to the required standard/specification.

#### **Main Activities:**

All staff will share the school's commitment to safeguarding and promoting the welfare of children and young people.

#### **Cleaning Responsibilities:**

- Thoroughly cleaning areas to the required specification, as directed, using correct techniques and cleaning equipment.
- Safe removal of litter and waste to allocated disposal points, taking particular care with liquids, broken glass or other substances, which may be unsafe to other staff or pupils
- Locking and unlocking windows and doors
- Undertake training in use of methods, materials and equipment, as instigated by your supervisor.
- Working safely using correct warning signs, protective clothing and safety equipment and being mindful of hazards to other staff and students.
- Compliance with the Health and Safety practices of the Trust/School.
- Replenishing supplies of toiletries, plastic bags etc, as directed.
- Ensuring all containers of cleaning agents are correctly labelled before use and are used safely and in compliance with manufacturers written instructions and that all chemicals are securely stored away when not in use.
- To be responsible for emptying vacuum cleaners and buffer vacuum bags at the end of each session. Cleaning and checking all equipment that has been used. Checking cables for wear and tear and storing away in a suitable safe area. Notifying supervisor of any faults found.
- Ensure mops, cloths etc, are washed and left to dry as appropriate at the end of each session.





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- Reporting immediately to your Supervisor any defective electrical sockets, lighting, vandalism etc, in your cleaning area.
- Ensuring Supervisor is aware of low stock levels of materials, and equipment for which you are responsible.
- Assist in keeping chemicals and cleaning materials and equipment storage areas in a clean and tidy condition.
- Covering on a rota basis for absent colleagues when required, which may involve some change in hours/times.
- Any other duties, as directed by your Supervisor or the Headteacher.

### **Support for School / Services:**

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting all concerns to appropriate person.
- Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop.
- Contribute to the overall ethos/work/aims of the school.
- Appreciate and support the role of other professionals.
- Attend meetings as required.
- Participate in training and other learning activities and performance development as required.
- All staff in school will be expected to accept reasonable flexibility in working arrangements and the allocation of duties including duties normally allocated to posts at a lower responsibility level, in pursuance of raising pupil achievement and effective team working.

All staff are expected to comply with the appraisal process.

The exact focus of the role will be decided at school level and will consider the needs of the school and the development needs of the member of staff.

### **Safeguarding:**

Stour Vale Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We will carry out pre-appointment checks including DBS and will disqualify any applicant where we consider the outcomes to be unsatisfactory. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974.

We are equally committed to ensuring that no applicant will be disadvantaged or discriminated against because of their protected characteristics under the Equality Act 2010.



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### Person Specification – Cleaner

Post holders will share the school's commitment to safeguarding and promoting the welfare of children and young people.

Attributes	Criteria (desirable / essential)	Assessed
Experience	<ul style="list-style-type: none"><li>Three to six months previous experience of cleaning in a professional or work environment would be advantageous. (D)</li></ul>	<i>Application and interview</i>
Qualifications/Training	<ul style="list-style-type: none"><li>No formal qualifications are necessary but candidates must have the skill level in reading, writing and numeracy to ensure competency and safety in the post. (E)</li><li>Willing to undergo appropriate training.</li></ul>	<i>Application and interview</i>
Practical Skills	<ul style="list-style-type: none"><li>Ability to understand and comply with work instructions (written and verbal). (E)</li><li>Methodical approach to cleaning. (D)</li><li>Ability to follow manufacturer's instructions with regard to cleaning chemical usage. (E)</li></ul>	<i>Interview and short tests</i>
Personal Qualities and Attributes	<ul style="list-style-type: none"><li>Ability to relate well to children and adults (staff and visitors). (E)</li><li>Enthusiasm and committed to the aims of their school. (E)</li><li>Ability to identify own training and development needs and cooperate with means to address these. (E)</li><li>A conscientious and flexible approach to work. (E)</li><li>Practical. (E)</li><li>Capable to moderate physical activity – use of buffing and vacuuming equipment. (E)</li><li>Ability to deal with all types of cleaning which may involve dealing with removal/cleaning up of bodily fluids (suitable protective clothing will be supplied). (E)</li><li>Willingness to undertake frequent safeguarding training to ensure we keep our students safe. (E)</li></ul>	<i>Interview</i>



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### **Ridgewood High School - Cleaning Team**

The Cleaning Team consists of a School Site Manager, Site Technician and Cleaners. The team are based across the whole school site. Whilst most of your role will involve working with the adults in school, you will sometimes have contact with our students and when you are out and about in the corridors.

Our drive to improve and move forward means the child's best interest is at the heart of everything that we do in whatever role we do in school. We offer many extra-curricular opportunities to help students grow into confident and well-rounded individuals. Our fundamental principles are that students enjoy our lessons, feel safe and experience consistently high standards.

#### **Ridgewood students**

Our students are friendly, interested and polite. They enjoy happy, respectful and safe relationships with the adults who guide their learning. Staff and students like working together. Our learning atmosphere is calm and students are keen to succeed. Ridgewood students are frequently praised when we take them on trips or when we have visiting speakers in school. They ask interesting questions and are keen to understand new perspectives. We want our students to be good people with kind hearts as this will benefit the local community as well as their own self-esteem. Charity work is abundant in school and we support many charity initiatives. We are working on developing our students' oracy and academic writing as we want them to be able to speak and write with academic rigour which prepares them for life beyond Ridgewood.

#### **The Curriculum**

All students at Ridgewood follow a two-week, fifty-hour timetable. Our curriculum is broad, balanced and aims to give all students both a strong academic core and the opportunity to explore their creativity. We have a three-year Key Stage Three so that students can choose their options when they are mature and well informed about future career choices. Our curriculum is reviewed annually to ensure it best meets the need of each cohort.

#### **Professional Development**

Regular time and expertise are provided for all staff to develop their good practice in order to improve the quality and consistency of learning and teaching. This has been a key driver in the school's improvement agenda. High quality CPD is an expectation at Ridgewood. This year we are focussing on: developing students' deeper thinking and understanding of good work using success criteria.



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### **Ethos and Expectations**

We have high expectations of all our students and our staff. We encourage active participation in an outstanding range of extra-curricular and enrichment activities through which students can experience success, develop their confidence and believe that they can achieve. We believe that schools should ensure **all** students have access to high quality experiences which build cultural capital, teach them about British values and our Ridgewood values of honesty, kindness and teamwork.

### **Pastoral Care, Support and Guidance**

There are established Year and House systems. A wide range of non-teaching Support and Guidance staff provide valuable support for students' personal development, health and well-being and students regularly and willingly take on a range of additional responsibilities to support their peers.

### **Stour Vale Academy Trust**

We are a member of Stour Vale Academy Trust and further details about our school and Trust are available on *New My Term*:

[Ridgewood High School, Stourbridge, West Midlands | Teaching Jobs & Education Jobs | MyNewTerm](#)

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