



Girls' Learning Trust

www.girlslearningtrust.org

Recruitment Pack

PREMISES MANAGER

Carshalton High School for Girls

Shared Professional Services
December / 2025



CONTENTS

Welcome from the CEO	p3
Our Trust	p4
Our Schools	p5
Our Shared Services	p6
Our Strategy & Future Plans	p8
The Opportunity	p10
Job Description	p11
Person Specification	p13
Application Process	p14



The Girls' Learning Trust (GLT) was formed in September 2015 and consists of three successful and high-performing girls' schools: Nonsuch High School for Girls, Wallington High School for Girls and Carshalton High School for Girls. All three schools are located in the London Borough of Sutton. As the largest all-girls multi academy trust in the UK, we have over 4,500 students aged 11-18 and almost 500 staff. We have a financial turnover of £30m and operate over three large sites. Our aim is to empower girls and young women by delivering a first-class education and providing an inspirational start to their futures.

Staff are our most valued asset, and we aim to support them both in their current roles and to develop them for their future careers. Working alongside the teaching staff, we have a skilled support staff team who perform vital roles within each school and across the trust. Continued professional development plays an important role in ensuring that the quality of education is very high in our schools. There are lots of opportunities for cross-trust professional development, with staff from all three schools working collaboratively on projects in many areas and we have a GLT professional development conference each year for all our staff.

This role is based within our Shared Professional Services Estates and Facilities Team and is central to the facilities and premises operations provided at Carshalton, working directly with the staff to deliver the best quality service. As we seek to support and develop the services delivered by Estates and Facilities the successful individual would join us at an extremely exciting time.

Thank you for your interest in this post, we look forward to receiving your application.

Kind regards



Dr Thomas Flynn
Chief Executive



OUR TRUST

What is a Multi Academy Trust?

Multi-Academy Trusts (MATs) are where more than two schools have joined to form one organisation, governed by one Trust board. Our MAT is both a registered (exempt) charity and a company limited by guarantee, and since we operate within the state sector, we are regulated by the Education and Skills Funding Agency (ESFA). We receive our funding direct from the government on per pupil basis, and we also generate some income through various additional activities (including targeted capital funding bids, and out of hours lettings), which we invest directly into our educational activities.

What makes Multi Academy Trusts different?

The original academies programme started in 2010 and was intended initially to provide an alternative governance model for schools. Since this process started, many schools have now identified the significant benefits associated with forming partnerships with other schools – enabling cost savings across central services, alongside the ability to invest in strategic roles supporting schools to become more effective. By ‘clubbing together’, our three schools have access to resources and support that individually they would not be able to afford, and ultimately, we are able to collaborate to provide better outcomes for our pupils.

What is the history of the Girls’ Learning Trust?

In 2015, Nonsuch High School for Girls formed a multi-academy trust with Wallington High School for Girls, the Nonsuch & Wallington Education Trust. In 2018, the company became the Girls’ Learning Trust (GLT) and later that year Carshalton High School for Girls joined.

Our schools share many characteristics and are held in high regard by the local community. They are high performing and deliver a broad, balanced and challenging curriculum setting high expectations. Students benefit from being taught by well-qualified, dedicated and committed staff who are experts in girls’ education. The Trust benefits from the expertise within an executive support staff team that provides shared services for schools, including Finance,

Estates, IT, Procurement, Capital Development Projects, HR, Governance, Audit and Risk. This core team of professionals ensure consistent methods of operation, strong quality assurance and best value across the Trust.

Relationships in the Trust, between staff and students or between colleagues, are built on mutual trust and respect. These relationships drive school improvement and contribute to the wellbeing of everyone. Visitors often comment on the high levels of motivation and positive behaviour of the students, the commitment and professionalism of the staff and the well-equipped school buildings. Strong academic performance is complemented by highly effective pastoral care. We believe in offering a broad experience that goes well beyond the academic, and girls are encouraged to develop their confidence, independence and resilience across a wide range of enrichment and extra-curricular activities.

What makes the Girls' Learning Trust special?

While we work across the Trust to support school performance and ensure value for public money, we believe in allowing our schools autonomy in developing approaches to pedagogy and the curriculum that will deliver the very best outcomes for their students. Nevertheless, our shared values and the many opportunities we have for collaboration across our schools mean that we learn lots from each other and that we remain outward-focussed.

What is it like working at the Girls' Learning Trust?

All of our staff are located at offices in one of our schools, ensuring our shared services gain an understanding of the challenges and opportunities that face our pupils, teachers and school leaders. The environment is fun, fast paced and collegiate. Colleagues join us from all different walks of life and for a host of different reasons. But the one thing that we all share is a passion for education and a desire to make sure young people get the best education possible.

There are some common features to working in any role at the GLT:

- A passionate and dedicated staff team who believe in the transformative power of education and take pride in the positive impact their roles have both inside and outside of the classroom.
- A team of problem solvers who constantly figure out ways to help pupils achieve better outcomes, tackling challenges both big and small together.
- A fun and empathetic environment: staff who support and take care of each other, bringing a sense of humour to the workplace.
- A commitment to professional development: we are proud of our culture of promoting GLT staff within and across our trust and have an excellent record of developing outstanding staff and preparing them for senior leadership.
- A commitment to safeguarding and wellbeing: we operate a rigorous recruitment procedure that includes DBS, medical screening and confirmation of qualifications. And we are committed to ensuring this remains our top priority.



OUR SCHOOLS

All three schools in the Trust share many common characteristics and are held in high regard in the local community. They are high performing, deliver a broad, balanced, and challenging curriculum, and set high expectations. Students across the Trust benefit from being taught by highly qualified, dedicated and committed staff who share their passion and knowledge of their subject.

More information on the schools in our Trust can be found here:



Carshalton High School for Girls

Headteacher: Mr. Peter Baumann-Winn

Students: Approximately 1,450 students

Address: West Street, Carshalton SM5 2QX

Website: www.chsq.org.uk



Nonsuch High School for Girls

Headteacher: Mrs Alexis Williamson-Jones

Students: Approximately 1,550 students

Address: Ewell Road, Cheam SM3 8AB

Website: www.nonsuchschool.org



Wallington High School for Girls

Headteacher: Ms. Tracey O'Brien

Students: Approximately 1,550 students

Address: Woodcote Road, Wallington SM6 0PH

Website: www.wallingtongirls.org.uk



OUR SHARED PROFESSIONAL SERVICES

There are significant benefits associated with being part of a multi academy trust, giving us the ability to invest in strategic roles supporting schools to become more effective as well as enabling savings across our support services. By ‘clubbing together’, our three schools have access to resources and support that individually they would not be able to afford, and ultimately, we are able to collaborate to provide better outcomes for our students.

We purposely use the term ‘shared’ not ‘central’ services because all these roles are embedded across our schools and play an active and positive role in school life.

Finance

We are responsible for the long-term financial sustainability of the Trust and support each school in its own budgeting. We also manage all finance processing and other financial reporting for the schools.

Infrastructure

Estates and Facilities

We lead a team of school-based premises staff at each site, making sure our buildings and facilities are fit for purpose for students and staff. We also manage all capital development and large refurbishment projects, working with experts to secure external funding where possible.

Information Technology

We lead a team of school-based IT staff at each site, managing the digital infrastructure that supports high-quality teaching and learning in the classroom, as well as key systems for staff.

People

We work across the Trust and take responsibility for managing and coordinating all HR functions, implementing policies, and ensuring best practice. As well as advising and supporting Headteachers and the wider Executive Leadership Team with the selection, recruitment, development and management of all staff, we are responsible for ensuring an inclusive and kind working environment.

Governance

We lead the team who support all governance processes across the Trust, including providing servicing for all Trust Board, subcommittee and Local Governing Body meetings. We also ensure all the recruitment, selection, induction and training of Members, Trustees and LGB members is in line with best governance practice.

Contract Management

We also take the lead in managing a number of Trust-wide external contracts, including the provision of catering, cleaning and other core services across all three sites.

OUR STRATEGY & FUTURE PLANS

At the start of the 2024/25 academic year we have moved to a new Executive Leadership Team model within the Trust, including a new Chief Executive Officer (and Accounting Officer). Working with Trustees, LGB members, staff and students we are going to take this opportunity to review our current strategy and operating model and consider our medium-term approach to growth. We will ask ourselves what more we can do to leverage the power that our collaboration as an all-girls' education trust can provide.

Our Vision

Our vision is to be champions of excellence in girls' education, empowering young women to realise their full potential and shape the world.

Our Mission

We are committed to offering an outstanding education that promotes wellbeing and personal development for everyone in our schools, enriched by the opportunities that arise from being part of an girls' education trust.

We believe education should be about:

- Encouraging risk-taking and developing reflective approaches to teaching and learning.
- Championing equality and inclusion and challenging social and economic disadvantage.
- Building supportive and collaborative networks whilst allowing schools the autonomy to develop in ways that are best for their students.
- Offering broad and rich experiences that go well beyond the academic and lead to satisfying and rewarding career paths.
- Fostering a sense of pride in diversity.

Trust Development and Growth

Since 2015 we have been through two discreet phases of development as a Trust. As we continue to emerge from the impact of the pandemic we are now moving into a period of growth – which creates an exciting environment for new staff joining us.

Phase: Development (2015 – 2018)

Academies join the Trust

Emergence of central services in Finance, IT, HR and Estates

Development of cross-Trust initiatives

Phase: Consolidation and Building Capacity (2019 – 2023)

Consolidation of shared services and of collaboration across schools

Rise in student population numbers

Post-Covid 19 recovery strategy

Phase: Growth (2024 – 2028)

New CEO appointed

Explore opportunities for external partnerships

Increase income generation capacity

Strategic approach to succession planning

Prepare for declining secondary-stage population

Shared Strategic Priorities

As a Trust, over the past four years we have focussed on the following shared priorities for all our schools and shared services. These will be reviewed in line with development of our new strategy mentioned above:

1. Promoting wellbeing and personal development for all
2. Excellent staff development for high quality teaching and learning
3. High-quality careers education and advice
4. Extensive enriched curriculum opportunities
5. Welcoming, and robustly supporting, disadvantaged students
6. Strength in equality, diversity and inclusion
7. Sustainability, efficiency and value for money
8. Effective governance
9. Championing collaboration across and outside our Trust
10. Recruiting and retaining the very best staff
11. Innovative and effective IT support and infrastructure
12. Well-maintained and managed facilities that support the aims of the schools and the Trust





THE OPPORTUNITY

This is an exciting time to join the Girls' Learning Trust as a Premises Manager at Carshalton High School for Girls. We're looking for a positive individual with a 'can do' attitude to lead the premises team on a day-to-day basis, we're open about the sector you've gained your relevant experience in, with sound working knowledge of estates and facilities, including safe working practices and compliance standards and an empathy for education being imperative.

You'll be ensuring a high quality, compliant and safe environment for learning, teaching and other extracurricular activities. You will be a part of a wider Trust Estates and Facilities team, who support each other, working collaboratively to solve common problems.

This is an exceptional opportunity for an individual looking to continue to build a career in facilities. We welcome applications from facilities professionals at different stages in their own career who are actively seeking to progress within the profession.

JOB DESCRIPTION

Job Title	Premises Manager CHSG
Reporting to	Head of Estates & Facilities
Management Responsibility	Assistant Premises Manager Premises Assistants Other Premises Casual Staff
Contract Type	Permanent /Full-time
Salary Scale	GLT Range SO2 (points 28-31) £42,059 - £44,685
Hours of Work	36 <i>Shift pattern, providing cover across 0600-1800.</i>
Working Location	Carshalton High School for Girls
Benefits	Pension www.lgpsmember.org Generous annual leave allowance BHSF Health & Wellbeing Plan Onsite parking at schools where possible

Section 1: Purpose of the Post

- Reporting to the Head of Estates & Facilities, the Premises Manager will provide effective leadership and management of the premises team, driving efficiency and continuous improvement of service and providing effective contract management for outsourced services.
- The Premises Manager is responsible for the general management of the premises at Wallington High School for Girls and will be a point of contact for the Headteacher and other colleagues to create a high-quality environment for teaching, learning and other extracurricular activities.
- The role will ensure that compliance standards are met. and a high level of response and associated services through SLAs and KPIs, providing periodic reporting to the Head of

Estates and Facilities.

- The Premises Manager will work with and support the Head of Estates and Facilities in the development
- of systems and processes to drive continuous improvement and.

Section 2: Core Features of the Role

The following activities are intrinsic to the role and cannot be eliminated.

- Working at height
- Working in confined spaces
- Use of equipment
- Portorage of various furniture and equipment

Section 3: Key Responsibilities

Premises Management & Development

- Oversight of the premises team, ensuring responsive coverage across the site against agreed standards, SLAs and KPIs.

- Working to the Head of Estates & Facilities, to ensure compliance standards are met through a programme of inspections, embedded processes and reports as required.
- To lead the development, monitoring and reporting of PPMs and inspections. This includes the delivery of subsequent remedials, the organisation of minor works, working collaboratively to ensure they are delivered on time and on budget.
- To develop specifications and cost estimates for minor works as required.
- To ensure that the Premises Team works efficiently and effectively, producing appropriate individual staff worksheets, duty rota, annual leave rota, and attendance and punctuality records.
- To prepare documentation for tenders of small to medium projects (in accordance with the current financial procedures), to evaluate bids from alternative bidders and recommend a preferred option for approval.
- To monitor the grounds maintenance contract (and tree surveys) and ensure that those parts of the school grounds not covered by the contract are well maintained.
- To consider space utilisation/ planning and furniture layouts to best accommodate the teaching and learning environment in the school, making recommendations for improvements to the Head of Estates & Facilities to enhance the development of estate planning.
- Under the direction of the Head of Estates and Facilities and project management teams, contribute to major capital development projects and work alongside project management partners and key stakeholders.
- To support the Head of Estates & Facilities in the development of estate related policies, including undertaking cyclical condition assessments to support maintenance planning.
- To manage the budget effectively and work with the Head of Estates and Facilities in the ongoing development of budgets and budgeting processes.

Site Security

- To be responsible for the overall security of the site, the buildings and contents, making use of CCTV where appropriate.
- To be a member of the 'on call' team in the event of any 'out-of- hours' emergencies and to maintain relationships with outside emergency services.
- To be a member of the school's Critical Incident Management Team.
- To ensure the coordination of all out-of- hours activities at the school and arrange for the opening, closing, heating and availability of equipment as necessary for the smooth operation of both school functions and outside lettings.

Section 4: General Site Duties

- To maintain a log of all statutory inspections and checks carried out.
- To be responsible for the opening and closing of the school at the beginning and end of the school day.
- To manage and monitor the school heating system and hot water systems, and to monitor of energy consumption.
- To drive efficiencies in energy usage, monitoring utilities usage, documenting meter readings and reconciling to billing.
- To ensure the school is clean and tidy and conducive to learning (e.g., litter picking, collecting and disposing of refuse, pest control, disinfecting bins as required, ensuring the cloakrooms are checked daily to ensure they are maintained in good working order).

- To work alongside the external cleaning contractor, acting as the first point of contact on site for staff.
- To manage the provision of portering and furniture moving services as required in order that school activities can proceed.
- To authorise, note and report all overtime in accordance with agreed policies.

Health & Safety

- To be responsible for health and safety matters related to the physical estate within the school, working with the Headteacher as required.
- To be responsible for ensuring that all fire safety, security systems and building services are maintained in good working order, and for ensuring that correct procedures are adhered to in relation to maintaining a safe and healthy working environment (including legionellosis, asbestos and electrical equipment).
- To act as the Asbestos Duty Holder for the school.
- To carry out regular health & safety inspections and risk assessments.
- To ensure that all contractors are assessed for suitability and health & safety arrangements (normally using CHAS) and their performance is monitored.

General Duties

- To work flexibly and closely with colleagues to ensure Trust objectives and KPIs are achieved, which may include external meetings and evening work when required.
- To be responsible for appropriate budgets and resource management, controlling income and expenditure within an agreed budget, complying with the Trust's financial regulations
- To follow Trust policies and procedures, with particular attention to health and safety, safeguarding, prevent, risk management, equality and diversity, quality, values and behaviours.
- To attend training as necessary and update your own CPD (continuous professional development) and record and complete within timescales all mandatory training courses.
- To perform other duties as may be required by the Trust.
- To work effectively with cross Trust leaders, managers and staff to achieve the objectives of the post, fostering a culture of openness,
- transparency and a solution focussed approach.
- To keep up to date with changes in legislation so the Trust maintains its legal requirement and high standards and expectations in all that it does.

PERSON SPECIFICATION

Key Criteria	Required	Desirable
Education, Training & Qualifications		
Relevant estates, health and safety or compliance qualifications or equivalent knowledge gained through experience	X	
Evidence of related facilities management training	X	
Experience & Knowledge		
Experience of facilities management, including knowledge and experience of compliance requirements	X	
Experience of managing a small team, supervising, directing and developing staff	X	
Experience of managing contractors, writing specifications and commissioning work	X	
Experience of project management, preferably within a capital development context	X	
Experience of managing budgets, tracking expenditure and reporting against agreed targets	X	
Skills & Aptitudes		
An ability to plan and manage multiple tasks, making use of appropriate software	X	
Ability to understand and apply regulations to ensure safe and appropriate work practices	X	
Competence at basic building repairs and maintenance	X	
Ability to plan and manage multiple tasks via FM software	X	
Excellent communication skills, able to proactively communicate issues, risks and updates	X	
Ability to think creatively, solving problems with a 'can do' attitude	X	
Ability to manage own time effectively and demonstrate initiative	X	
Values & Personal Qualities		
Enthusiastic and self motivated	X	
Excellent communication skills, putting them to practice ensuring a positive image for the premises service	X	
A team player driven to continuous improvement	X	
An empathy for education and a commitment to equality, diversity and inclusion	X	

APPLICATION PROCESS

Safeguarding

The Girls' Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

As well as verification of identity, we ask all employees to undertake an enhanced DBS disclosure. In line with Keeping Children Safe in Education (KCSIE) guidance, we may also conduct an online search about any shortlisted candidates as part of our due diligence to identify any matters that might relate directly to our legal duty to meet safeguarding duties

Data Protection

As part of our recruitment process, Girls' Learning Trust collects and processes personal data relating to job applicants. The Trust is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations. For further information about this and to read our Data Protection and Freedom of Information Policy, please visit: www.girlslearningtrust.org/our-governance/policies

Application Process

We welcome applications from all suitably qualified people and aim to employ a culturally diverse workforce, which reflects the nature of our communities.

To apply, please complete the application form [via our website](#) or our careers page on [My New Term](#). The application includes a personal statement which should clearly demonstrate how you meet the requirements set out in the Person Specification.

Closing Date

Applications must be received by no later than on Tuesday 20th January 2026 at 9.00 am

Interviews

First Stage (MS Teams Interview): Monday 26th January 2026

Second Stage (In person Interview): Tuesday 3rd February 2026 at Carshalton High School for Girls, West Street, Carshalton SM5 2QX

Notification and Feedback

Candidates who have taken part in interviews will be notified as soon as possible. Constructive feedback will be provided for all candidates invited to interview.

Additional Information

If you would like further information, we would encourage an informal telephone call with Lukasz Spirodek (Head of Estates and Facilities) lspirodek@girlslearningtrust.org to discuss the role and the immediate priorities of the post. This would not form any part of the selection process.



Girls' Learning Trust
www.girlslearningtrust.org