



# Recruitment Pack

**CLEANER**  
**FEBRUARY 2026**



**The Halifax Academy**

[www.thehalifaxacademy.org](http://www.thehalifaxacademy.org)



At The Halifax Academy we have the courage to do things differently. Our ground-breaking approach to education takes children through five phases from Reception to Year 11, creating a fully integrated school journey from ages 4- 16. This is your chance to join a friendly, community- focused through school and founding Academy of the Impact Education Trust, helping us to shape the future of education.

The position of Cleaner offers the right candidate, an opportunity to work as part of a team that ensures a cleans and safe working environment for both students and staff. As a team, we epitomise the Academy's 'Heart. Mind. Connect.' values and they are at the heart of everything that we do.

We are a high performing team with strong values, work ethic and mutual sense of purpose. We care about the little things, enjoy learning together and share unrelentingly high standards. We are incredibly proud that our school has been awarded the Investors in People Platinum Award – the only through school in the country to attain this level.

We are looking for someone who can bring something special to our school.

The Halifax Academy is a different kind of school and we are looking for people who are committed to exploring new approaches and new ways of working.

As Headteacher of our through school, I genuinely believe (and constantly remind the students) that I have the best job in the world. If you would like to be able to say that too, then this could be the role for you.

A handwritten signature in black ink, appearing to read 'Matt Perry', is positioned above the name and title.

Matt Perry  
Headteacher



# The Halifax Academy has three key values

## Heart, Mind, Connect



# Valued Developing Staff

At The Halifax Academy, we take staff development and wellbeing extremely seriously. We are a school made up of people who want to give pupils 'a voice to change the world.' To do this we believe in creativity with rigour; finding new approaches and different ways of thinking, implementing them with excellence, and constantly testing, reviewing and reflecting on our practice.

The ways we support staff personal and professional development are as follows:

- We offer a teacher enquiry model of professional development, that engages teachers as researchers of their own practice, using coaching as the drum beat of professional life. Teachers work in collaborative coaching trios exploring a range of themes, relevant to themselves and their pupils.
- All staff have the opportunity to take part in a Learning Enquiry to reflect on an aspect of the school's work and to make a genuine impact on policy and classroom practice.
- We make sure that teachers have the time, space and resources to learn, reflect and take risks.
- We take a long-term view of learning, not expecting quick fixes, and recognising that changing professional practice can be difficult and that it takes time to show real impact on learning.
- We check in regularly on teacher wellbeing, and are committed to the idea that you can both innovate and thrive, if challenged, nurtured and supported through a carefully managed culture of feedback. All staff have regular Valued conversations and are encouraged to shape their own professional learning. We aim to help all staff become the best professionals they can be, developing them in the round by focusing on behaviours, skills and knowledge.
- We offer a wide range of leadership opportunities and there are many opportunities for individuals to access leadership courses; the school is a partner of Best Practice Network, delivering a wide range of courses including NPQSL and NPQML.

As a leader at the Halifax Academy:

- You will join a high achieving and successful senior leadership team that works across the through school.
- You will be supported by a team of experts to develop your leadership
- You will be line managed by the Headteacher of the school and supported on a day- to -day basis by both the Headteacher and Deputy Headteacher
- You will join a culture where 'Creativity is mistakes' and will be supported to be brave and innovative in your approach
- We take time to listen and understand people and you will be part of a kind, caring and nurturing culture
- We understand that learning is messy and leadership is difficult and will be supported through the more challenging problems that school leaders face.
- You will join a team that cares deeply about children and staff who believe in and practise ethical leadership.



# Job Description

**Salary:** Scale 1 (point 2)  
**Responsible to:** Cleaning Supervisor  
**Contract Type:** Permanent, 15 hours per week, Term Time + 5 days

## Core Purpose:

To provide a clean, safe, and hygienic environment for pupils, staff, and visitors by carrying out cleaning duties across the school site in line with health and safety and safeguarding requirements. Ensuring all tasks are delivered to a high standard and to the required schedule.

## Main Duties and Responsibilities:

- Clean classrooms, corridors, toilets, offices, and communal areas to a high standard
- Sweep, mop, vacuum, and polish floors
- Empty bins and dispose of waste appropriately
- Clean and disinfect surfaces, including desks, tables, and door handles
- Refill cleaning and hygiene supplies (e.g. soap, paper towels)
- Use cleaning equipment and chemicals safely and correctly
- Report any maintenance issues, damages, or health and safety concerns to the Cleaning Supervisor/Site Supervisor
- Follow school policies, including safeguarding and confidentiality
- Lock and unlock areas if required

## Person Specification:

### Essential

- Ability to work independently and as part of a team
- Good attention to detail
- Understanding of basic health and safety procedures
- Reliable, punctual, and trustworthy

### Desirable

- Previous cleaning experience (especially in a school or similar setting)
- Knowledge of COSHH regulations
- Awareness of safeguarding in an educational environment

Please note that this is illustrative of the general nature and level or responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out, which would be determined by the Line Manager or Head teacher.

- All members of staff are expected to:
- Have proper and professional regard for the ethos, policies, and practices of the school.
- Have regard for the need to safeguard pupils' wellbeing and health & safety by following relevant statutory guidance, along with school policies and completing mandatory training on an annual basis.
- Demonstrate positive attitudes, values and behaviours.
- Demonstrate and maintain high levels of professionalism
- Share responsibility for ensuring that their own knowledge and understanding is relevant and up to date.
- Support equal opportunities measures and promote anti-discriminatory practice