



Candidate Pack

Cleaner

The Hyndburn Academy



The Hyndburn Academy
The best in everyone™
Part of United Learning

Welcome

At The Hyndburn Academy, we are committed to providing an exceptional educational experience for every student. As part of the United Learning Trust, we are proud to be rated *Good* in all areas by Ofsted, reflecting our dedication to academic excellence, personal development, and the well-being of all our students.

Over the past four years, we have experienced significant growth, doubling in size, and we are thrilled to have been selected for the Department for Education schools rebuilding programme, which is due to begin this year, this will ensure our facilities match the high standards we set for ourselves and our students.

Our ethos, "Every Child Matters," is at the heart of everything we do. We believe in nurturing each student's unique potential, ensuring that they feel valued, supported, and empowered to succeed. With our motto, '*The Best in Everyone*,' we strive to inspire every student to reach their full potential, both academically and personally, as we continue to build a thriving, inclusive community.

Both our ethos and motto are underpinned by the core values of:

Aspiration – to achieve the best for ourselves and others

Confidence – to have the courage of our convictions

and to take risks in the right cause

Respect – for ourselves and others in all that we do

At the heart of everything at The Hyndburn Academy is ambition and we know that by working together with parents and carers, our students can achieve anything and everything that they desire.

If you believe that your experience and skillset will help us on our journey, then we would love to receive your application.

I hope you find the information you need in the accompanying pack and on our website useful for the role for which you are applying. However, if you need to know anything further or wish to arrange a visit to the school then please do not hesitate to contact us by telephone on 01254 885378 or via email on angela.eames@hyndburnacademy.org.uk

With best wishes,

Mr U Wazir
Principal



Ms M Haselden
Executive Principal





About United Learning

United Learning is a Group of schools which aims to provide excellent education to children and young people across the country. We seek to improve the life chances of all the children and young people we serve and make it our mission to bring out ‘the best in everyone’ – pupils, staff, parents, and the wider community. We uniquely comprise schools in both the state and the independent sectors.

As a Group, we can offer more to both staff and young people than any single school could offer alone. The growing range of outstanding group-wide activities that we can provide will mean that more young people will have truly exceptional and inspiring experiences.

We believe that our Group contains the most developed relationships and practical interaction between independent and state schools in the country, creating benefits for all the schools involved.

United Learning comprises both United Church Schools Trust, which operates our fee-paying independent schools, and United Learning Trust, which operates our state-funded academies. To find out more about United Learning, please visit the website

www.unitedlearning.org.uk

As part of United Learning, The Hyndburn Academy will share the objective of bringing out ‘the best in everyone’, enabling each student to become a balanced, happy and articulate person with intellectual freedom, confidence, compassion, integrity and a lifelong love of learning.

Benefits of Teaching	Benefits of Teaching in United Learning	Benefits of United Learning
■ Meaningful career, rewarding work, making a difference to children's lives ■ Contributory defined benefits pension scheme (TPS) ■ Occupational sick pay	■ Enhanced rates of pay ■ Paid membership to the Chartered College of Teaching ■ Additional planning days ■ Shared curriculum resources ■ Access to subject advisers and networks ■ Opportunities for private and public sector collaboration ■ 20% PPA time across an average working week	■ Access to Perkbox rewards ■ Enhanced parental leave ■ Flexible working opportunities ■ Wellbeing support ■ Access to free and confidential counselling support ■ Annual staff survey ■ Excellent CPD offer ■ Career progression opportunities within school clusters and nationally
Benefits at your school There may also be school-level benefits that demonstrate your commitment to recognise and reward staff e.g. arrangements with local retailers/services, workload management strategies, wellbeing initiatives, and local recognition schemes such as birthday or thank you cards.		

Our Ethos

Our approach to education is underpinned by a sense of moral purpose and commitment to doing what is right for children and young people. We believe in supporting our colleagues to achieve excellence and in acting with integrity in all our dealings within and beyond the Group. We believe the safety and welfare of all children and young people is paramount. We summarise this ethos as ‘the best in everyone’ which underpins our core values:

Ambition – to achieve the best for ourselves and others.

Confidence – to have the courage of our convictions and to take risks for the right cause.

Creativity – to imagine possibilities and make them real.

Respect – of ourselves and others in all that we do.

Enthusiasm – to seek opportunity, find what is good and pursue talents and interests.

Determination – to overcome obstacles and achieve success.

As a single organisation, we seek to bring together the best of independent and state sectors, respecting both traditions and learning from each other. We believe that each of our schools is and should be distinctive – committed to developing its own strengths and identity while sharing our core values to promote service, compassion and generosity.

Continuing Professional Development

We believe that successful organisations make a priority of developing their staff; all the more so in education, where the people of the organisation are its most important asset. The development of all staff is important to us.

We work on the basis that each of us, however effective, can always improve. The new Head of Science of The Hyndburn Academy will be set personal development objectives with the Principal each year and will be supported to achieve them.

The Head of Science will be asked to take a role in supporting the science department, and in addition, be asked to work with other department heads in the school and within the Lancashire Cluster

on sharing ideas and practice with one another. They will also have the benefit of accessing a range of networks, including the Head of Department meetings, which brings together HOD's from across the Group twice a year. United Learning has also commissioned training programmes from major universities.

We believe that schools are at their best when they are autonomous and able to develop a distinctive ethos, reflecting the needs of their pupils and the context within which they work. The Group can get behind the work of Heads and leaders in schools through creating strong networks, providing outstanding educational support and professional development, and by taking the strain of professional functional support. We aim to ensure that the technology, finance, HR and data support is provided more effectively and efficiently than would otherwise be possible, so that Principals can focus on educational leadership.

Our Framework for Excellence

To achieve our mission, our schools prioritise five key principles:

1 The best from everyone

2 Powerful knowledge

3 Education with character

4 Leadership in every role

5 Continuous improvement



Our aim is to bring out 'the best in everyone'. So, we must expect the best from everyone, all the time. Every child is a special individual, capable of extraordinary things. Who can know the limits of any child's potential?



Our Framework for Excellence

'The best from everyone'

Our aim is to bring out 'the best in everyone'. So, we must expect the best from everyone, all the time. Every child is a special individual, capable of extraordinary things. Who can know the limits of any child's potential? So, we expect unreasonably – we constantly challenge children to do what they think they can't, to persist, to work hard and to be at their best.

From every adult we expect the same: that they are at their best, expect unreasonably of themselves, are determined and resilient and pass those expectations on to the children in all they do. We act with the utmost love, care and good faith – the highest standards come with the greatest attention to the wellbeing of all.

'Powerful knowledge'

Our most important purpose is to teach young people things they would not learn outside school, which free them to think and act more powerfully in their lives. Words and numbers are our most powerful ways of representing the world. Mastery of language and fluent mathematical skills are therefore our top priority. We aim to prepare young people to make a success of their lives: a core entitlement to subject-based learning; the development of talents; an understanding of work and society.

Worthwhile learning is often hard. Inspiring teaching is what gives access to difficult concepts and the thrill of intellectual discovery. Powerful knowledge is not static or backward-looking. It includes the ability to critique, challenge the status quo, think and learn.

'Education with character'

Academic success is very important. Exam passes are an important aspect of that. But there is more to a good education. Our schools also aim to develop character, compassion and service. Young people are expected to contribute to their school and to society; to try things which they think they cannot do; to persist in the face of difficulty.

to become resilient in overcoming obstacles; to manage themselves; to work independently on things which challenge them; to work with others and in teams; to be courageous and caring; to lead.

We want young people to look back on a joyful schooling which has inspired and challenged them, given them wide opportunity and prepared them for the ups and downs of life.

'Leadership in every role'

Our children are leaders of the future. We expect them to start today – taking advantage of structured opportunities to lead and taking responsibility for themselves and others.

Every adult in the school

is a leader. In every word, tone and gesture, they set direction and expectation. We expect every adult to take responsibility and the initiative to do what is right for the children.

All those in formal leadership positions create the climate in which others work. They demand the highest standards, build a performance culture, develop their teams and create the space for others to lead. All leaders listen, grow relationships, act with integrity and care and expect the best from themselves and others in building a happy, confident school.

'Continuous improvement'

However good we are, we can be better. We constantly look for improvements and implement them with pace. We look for ideas for improvement inside the organisation and out; we observe one another; we steal good ideas with pride and look to make them better; we work together to improve.

We always look at the evidence and are rigorous in evaluating impact. We stop or change things which aren't working; we improve things which are. We aim for high leverage, high impact for low effort and low cost. We constantly look to have more impact for less cost and effort and to spend every pound wisely.

Job Description

Hours of work:	Between 2-4 hours per day	Contracted weeks:	Term Time plus 4 weeks
Reporting to:	Health and Safety Lead	Direct Reports:	None
Salary: £12.81 per hour		Employer Pension contribution:	Local Government Pension Scheme

Role:

Cleaner

Role Purpose:

To ensure a clean internal environment of the school premises to support the professional delivery of the school curriculum.

Broadly, the responsibilities of the role are as detailed below:

Professional Responsibilities

- To ensure that a high level of cleanliness is maintained throughout the school on a daily basis.
- Each cleaner will be responsible for a designated area and will be expected to clean to the frequency and standards as directed by their supervisor.
- To perform any other reasonable request as directed by your supervisor.
- To use cleaning materials appropriately in accordance with manufacturer's instructions and COSHH regulations and/or as directed by your supervisor, to inform the supervisor when stocks are low.
- To ensure that tools and equipment are in good working order, reporting any faults to the supervisor.
- All cleaners are required to contribute to major cleaning tasks during main school holidays
- To clean internal windows including door glass and external windows (ground level only) on a planned rotation
- Where practical, ensure windows and doors are closed and lights switched off at the end of the day/shift
- Report to Line Manager any defects seen which are likely to affect security/health safety and welfare of others i.e. broken/cracked window, water leaks, faulty electrics etc.
- Cleaners will be required to use electrical and mechanical equipment, floor polishers etc. after appropriate training.
- To be aware of their responsibilities for Health & Safety and fire safety, appropriate training will be given for this.
- To be flexible given changing demands of the post with the ability to work without constant supervision, but as part of a team.
- To take pride in a job well done, committed to achieving high standards of cleanliness and hygiene.
- To be punctual, reliable and trustworthy, maintaining confidentiality at all times in respect of school-related matters and to prevent disclosure of confidential and sensitive information

Performance Management

- To participate fully in the academy's Performance Management process.

Knowledge, Skills & Experience

- Ability to use a full range of industrial and domestic cleaning equipment and materials.
- Good understanding of the operational practices and working methods and work schedules involved.
- Understanding and awareness of the related Health & Safety issues associated with cleaning materials, equipment and premises.
- Basic communication skills.
- Ability to maintain appropriate levels of security in all working areas

Job Description

Resources and Accommodation

- Ensure effective deployment of resources.
- Report anything unsafe.

Work Environment

- Work demands – Work tasks usually remain consistent but may be subject to emergency or occasional variation.
- Physical demands – Walking, bending, stretching and lifting to undertake the cleaning tasks described will form a significant part of the job.
- Working conditions – The majority of work is undertaken indoors except for the carrying of rubbish to disposal point. The post will involve some exposure to disagreeable conditions e.g. toilet cleaning.
- Work context – Work may involve some contact with students. The post holder uses various cleaning materials and chemicals in accordance with the academy's Health & Safety standards and procedures

General Responsibilities

- This job description has to be read in conjunction with the overall requirements of responsibilities identified within relevant conditions of service.
- Whilst every effort has been made to identify the main duties and responsibilities, each individual task may not be specifically identified.
- Colleagues will be expected to comply with reasonable requests from their line manager/senior staff to undertake work of a similar level that is not specified within this job description.
- Colleagues are expected to be courteous to other colleagues and provide a welcoming environment to visitors.
- Colleagues are required to undertake personal risk assessment of their activities and how their actions impact on others observing relevant health and safety guidelines and legislation as appropriate.
- The Academy will endeavour to make reasonable adjustments to the job and working environment to enable access to employment for disabled applicants or continued employment for any employee who develops a disabling condition.

Terms & Conditions of Employment

Employer

United Learning

Position

Cleaner

Reporting Line

Facilities Team, The Hyndburn Academy

Location

The Hyndburn Academy

Start Date

ASAP

Starting Salary

The salary is £12.81 per hour.

The final detailed terms and conditions are subject to agreement between United Learning and the successful candidate and will be reflected in the formal employment contract.

How to Apply

If you wish to discover more about this exciting opportunity, need further information or would like to have an informal discussion, please contact our Health and Safety Lead, Jacqui Patton, on

Jacqui.Patton@hyndburnacademy.org.uk

School visits are warmly encouraged and can be arranged through Angela Eames, on

Angela.Eames@unitedlearning.org.uk

All applications should be submitted via our website: [Vacancies](#) | [Work With Us](#) | [The Hyndburn Academy](#)

The closing date for receipt of completed applications is **21st September 2026**.

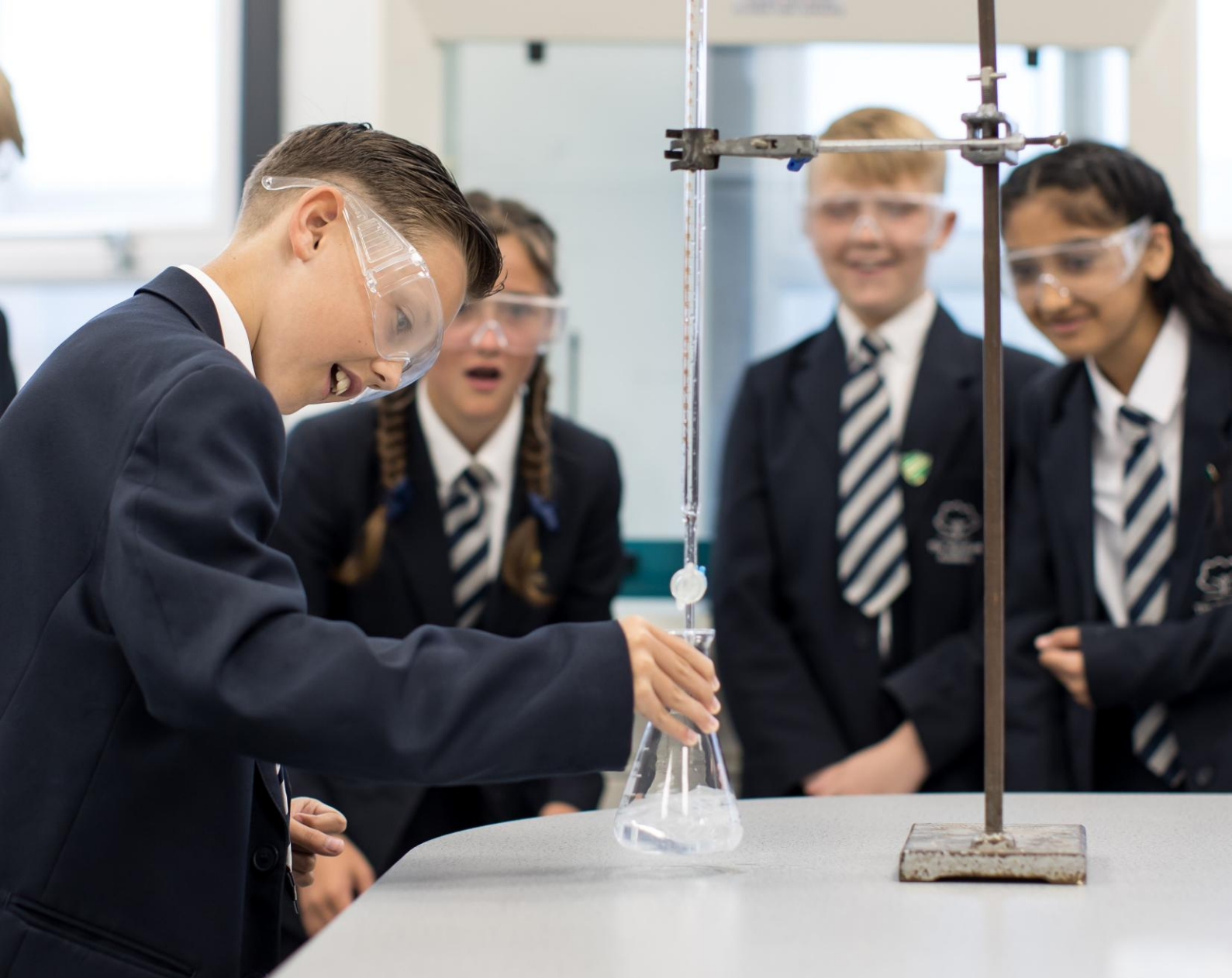
The Selection Process

We will treat all enquiries, formal and informal, in confidence. The selection process will be as follows:

All applications will be received via our online system

Interviews will take place week commencing **28th September 2026**.





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Stourton Street | Rishton | Blackburn | Lancashire | BB1 4ED
