

# Recruitment Pack

## Secondary School Cook

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***I believe that our greatest strength is the integrity and passion of all our staff.***

Steve Evans  
CEO Polaris Multi-Academy Trust

# Welcome



## ***Welcome to the Polaris Multi-Academy Trust***

**Polaris Multi-Academy Trust, where our guiding principle is inspired by the North Star. Just as Polaris has served as a beacon for explorers throughout history, our Trust is committed to guiding our schools, our people, and our children and young people towards excellence and purpose. Our mission is to create a culture that enables everyone in the Trust to be the best they can be, while celebrating the unique identity of each school as the foundation for success.**

At Polaris, we value high expectations, honesty, compassion, and fairness. We foster curiosity and a love of learning, encouraging everyone to embrace new ideas and opportunities. Our vision is clear: everyone in the Trust will develop the confidence, resilience, and aspiration to reach their full potential. We provide a broad and balanced education that inspires future generations and instils a lifelong love of learning.

Our support structures are designed to empower school leaders and staff. From governance and school improvement to finance, HR, estates, IT, and catering, we deliver comprehensive services that reduce workload, enhance efficiency, and provide excellent service. We place strong relationships, transparency, and clarity at the heart of everything we do, ensuring that our resources are aligned with the needs of our schools.

We are also deeply committed to professional development and collaboration. Through CPD programmes, networking opportunities, and trust-wide initiatives, we invest in the growth of our staff and the continuous improvement of our schools. Our approach is research-informed and impact-driven, with a clear focus on succession planning and talent retention.

As we continue to grow, we do so with both care and ambition, ensuring our expansion strengthens sustainability, supports academic success and wellbeing, and enhances our strong regional presence and reputation.



**Steve Evans**

CEO Polaris Multi-Academy Trust





**Polaris**  
Multi-Academy Trust



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***“Principles are  
the basis for  
developing a vision  
and value system  
for all.”***

# Visions & Values



## Our Mission

- To create a culture that enables everyone in the trust to be the best they can be
- To ensure that each school's unique DNA is used as a platform for the success of the children and young people we educate and care for

## Our Vision

- Everyone in the trust has the confidence, resilience and aspiration to reach their potential

## Our Values

- We have high expectations
- We are honest, compassionate and fair
- We are curious, we embrace learning and new ideas

# The Polaris Family



## *Schools within the Polaris Multi-Academy Trust*



Field Lane Primary  
Rastrick





# The Polaris Family

## ***Our schools are located across West Yorkshire.***

Staff from across the Trust can share expertise, practice, and resources because of the close proximity of each of our schools. Our schools are accessible from Junctions 24 and 25 of the M62, and is just 25 minutes from Leeds and 35 minutes from Manchester.



A photograph of three office workers in a hallway. On the left, a woman with long brown hair, wearing a black blazer over a leopard-print top and skirt, is pointing at a tablet. In the center, a woman with long blonde hair, wearing a grey blazer over a white collared shirt and a lanyard with a badge, is smiling. On the right, a man with a beard, wearing a blue checkered blazer, is looking towards the women. The background shows a wooden door and a grey wall.

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***We have a happy workplace. The group of staff have moulded together well and we have fun while we are here.***

Carole - Payroll Manager



# Careers at Polaris



## *What's it like to work for our Trust?*

**Our Trust has a reputation as an outstanding employer. This great reputation is built on the culture of support we offer our team. We have an outstanding induction programme, that will ensure that you make a great start to your career with us.**

As well as the training highlighted above, our Trust offers apprenticeships in a wide range of areas of the business, from Site and Facility roles to Administration and Finance.

We work closely with Teaching School Hubs and other Initial Teacher Training providers to enable staff to train to teach. We always promote and provide opportunities for our staff to work together and collaborate. This commitment comes from our belief that we can all benefit from each other's experience and expertise, in turn this team approach helps ensure that you feel listened to, valued and supported.

We pride ourselves on staff wellbeing being at the centre of Trust and our School Leaders decision making, this why we work hard to ensure that staff know they are appreciated and rewarded for the excellent work they do.





## *What's it like to work for our Trust?*

The Trust Central Team supports our schools and employees through the running of a high-quality services, designed to deliver you important information to your fingertips. This includes integrated payroll that enables you to view and store all your salary documents digitally on your phone. The Trust's HR support dovetails with this easy to reach approach, ensuring that if/when you need more advice and guidance, it's there for you when you need it.

The communities we serve have individual identities which reflect our vision for celebrating the uniqueness of each school in our Trust. Our schools have the autonomy to learn, explore and develop their practice, led by committed and highly skilled Heads of School. Alongside this autonomy, our schools are committed to collaboration and the sharing of resources and best practice.

The Polaris Multi Academy Trust is committed to recruiting staff who are passionate about providing every child and young person the opportunities and experiences, that give our children and young people the skills, knowledge and confidence to reach and go beyond their potential.





# *Our Benefits*

*and why they matter*

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***The CPD on offer at the  
Trust is second to none.***

Lucy - Year 1 Teacher



The Polaris Multi-Academy Trust is a great place to work and we really hope you'll agree. In addition to your competitive salary and a talented team of colleagues to work alongside, we offer a wide range of benefits to save you money, keep you healthy and help you enjoy your time at work. You'll also find plenty of opportunities to develop and progress your career at the Polaris MAT. We strive to develop and promote our own. We encourage professional development and promote internal growth, but not just upwards. We want you to have the chances to move into broader roles across our Trust and into different areas.

## *Professional Development opportunities*

We offer regular training and access to a range of internal and external programmes tailored to your learning throughout your career, including NPQs and other professionally accredited qualifications. There are opportunities for career progression with your home school or in other schools across the Trust as well as opportunities to move from our support team to a teaching role.



Professional Development  
Opportunities



Opportunities for  
Progression



Performance Management  
Process

# Benefits

## Financial

We offer a competitive salary for both teaching and support staff, whereby pay progression is possible on an annual basis.

Access to and auto enrolment into a highly attractive pension plan for all staff.



Pension



Competitive Salary

## Wellbeing

A generous holiday allowance for support staff and all our school calendars are designed to fit well with the 1265hrs allowance for teachers.

Training day events specifically designed to support staff wellbeing.

Staff feedback events designed to enable you to share how we can be even better at what we do.

Access to the cycle to work scheme.



Wellbeing



Flexible Working



# Benefits

## Facilities

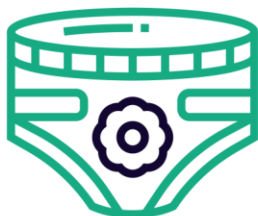
We have great school buildings with well-maintained and modern facilities.

On-site catering with great food, reasonably priced for staff.

Free car parking at every school.

Access to the fantastic Rastrick High School gym on weeknights.

Preferential access and a discounted rate to the outstanding Smarties Nursery based in Rastrick.



Discounted Nursery



On-site Gym



On-site Parking



On-site Catering



Modern Facilities

# Benefits

## Rewards & Recognition



**YouStar** is the home of employee benefits, to recognise and reward our staff. With access via the app, staff can save or say "thank you" on the go.

### Save money with exclusive employee discounts

The **SmartSpending™** app gives staff access to YouStar discounts and offers on the go. Browse the deals of the week and top offers to see what's available, or search by retailer or category to find the retailers and discounts you're looking for. Staff can also click the star at the top of any retailer page on the app to make them your 'favourite,' then you'll be notified when they go on special promotion.



Sometimes recognition just can't wait!

Through **Connect+** app staff are able to say "thank you" or recognise a colleague for a job well done, anytime and anywhere.



# Job Description

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|--|--|
| <b>Job Title</b>                       | <b>Secondary School Cook</b>   |
| <b>Reporting To</b>                    | <b>School Catering Manager/Trust Catering Manager</b>  |
| <b>Location</b>                        | <b>Primarily based at Rastrick High School but will be required to travel to support other schools across the Trust</b>  |
| <b>Scale / Salary Range / Contract</b> | <b>NJC Scale 4: (SCP 12 – 17) £28,598 – £31,022 FTE. Actual salary is £24,528 to £26,607 per annum, based on working 37 hours per week, term time only (inc. training days). Hourly rate is £14.82 to £16.02</b> |

## Core Purpose:

- To work as part of the Trust Catering team to provide a high standard of catering across our schools, primarily located at Rastrick High School and additionally support other schools across the trust when required.
- To support the Catering Manager to plan, prepare, cook, and present main meals and sweet items in our busy secondary school kitchen, that currently serves 2000 meals per day.
- Supporting our central primary kitchen when required which service 600 pupils across our 4 primary schools, ensuring that meals are presented to the highest standards and delivery deadlines are achieved.
- To support the Catering Manager and Head Cook to supervise the catering support team including allocation of cooking duties.
- To support the Catering Manager and Head Cook with the of planning menus according to a fixed budget and following guidelines on nutrition and healthy eating.

## Key Accountabilities (and specific duties/responsibilities):

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|-----------|--|
| <b>1</b>  | Preparation and service of a variety of dishes using fresh and seasonal produce.   |
| <b>2</b>  | Ensuring that food preparation areas are cleaned in line with national guidance.   |
| <b>3</b>  | Supporting the production of new dishes as led by the Trust Catering Manager and Head Cook.  |
| <b>4</b>  | Ensuring that students receive a healthy well-balanced diet, taking into account food allergies.   |
| <b>5</b>  | To work as part of a team that works hard to maintain high standards of cleanliness in the kitchen and dining room.  |
| <b>6</b>  | Maintaining Food and Health and Safety practices at all times and ensuring that other staff members adhere to this.  |
| <b>7</b>  | Working within required budgets as set by the School Catering Manager/Trust Catering Manager.  |
| <b>8</b>  | Observing all relevant Trust policies and taking part in training activities to support the development of yourself and the team.  |
| <b>9</b>  | Adheres to (and ensures that all staff comply with) operational procedures and ensures high standards of Food Safety and Safe Working Practices are maintained at all times. |
| <b>10</b> | All other reasonable catering duties as requested by the Senior Cook and Trust Catering Manager or members of management.  |

# Job Description

## Other Specific Duties:

- To attend staff and other meetings and maintain confidentiality inside and outside the workplace.
- To continue personal and professional development as required.
- To actively engage in the performance review process.
- All support staff may be used to perform appropriate duties as and when required by the Trust, commensurate with the salary grade of that post if it is higher than the employee's current salary.
- To work in the best interests of the Trust, its pupils, parents and staff.
- To adhere to the Trust's policies and procedures with particular reference to Child Protection, Equal Opportunities, Teaching and Learning and Health and Safety.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown, but, in consultation with you, may be changed by the Trust to reflect or anticipate changes in the job commensurate with the grade and job title and/or Trust.

# Person Specification

|   |  |
|---|--|
| <b>Qualifications</b>                             | <ul style="list-style-type: none"> <li>• Ability to prepare, cook and present food to a high standard</li> <li>• Minimum 2 years' experience of working in a similar role</li> <li>• Relevant qualification/s within catering (which should be cooking related, rather than in management and/or hospitality)</li> <li>• BTEC or HNC, relevant NVQ (*Minimum Level 3), access course or equivalent Scottish or Irish qualifications</li> <li>• A minimum of Level 2 Food Hygiene Certificate</li> <li>• Ability to read, understand and comply with written instruction, record keeping and information returns: Procedures, COSHH information, Health &amp; Safety information, Fire Safety information and Food Safety information, Stock Taking, Trading Information. (Must demonstrate the numeracy and literacy required to fulfil the role)</li> <li>• Full UK driving licence and access to own vehicle</li> </ul>  |
| <b>Skills, aptitude, knowledge and experience</b> | <ul style="list-style-type: none"> <li>• Experience of working within a busy kitchen environment</li> <li>• Experience of prepping and cooking a variety of dishes including experience in home baking</li> <li>• Ability to manage time effectively to complete tasks to a high level within the set timeframe</li> <li>• Knowledge of specialist diets</li> <li>• Able to prioritise workloads within a team of staff</li> <li>• Knowledge and experience of hygiene systems within a kitchen environment, including full HACCP</li> <li>• Able to communicate clearly, understand and give instruction to others</li> <li>• Be flexible to changing demands of the role</li> <li>• Take pride in a job well done</li> <li>• Ability to demonstrate an understanding of why Equal Opportunities are important in employment and service delivery</li> <li>• Ability to demonstrate why customer care is important in employment and service delivery</li> <li>• Have an awareness of and display a commitment to the relevant legislation and guidance in working practices in relation to the safeguarding of children and young people</li> <li>• To undertake any training relevant to your role</li> </ul> |
| <b>Personal qualities</b>                         | <ul style="list-style-type: none"> <li>• Enthusiasm for the role</li> <li>• Good organisational skills</li> <li>• Methodical</li> <li>• Punctuality</li> <li>• Flexibility</li> <li>• Reliability and trustworthiness</li> </ul>   |