



KING'S LEADERSHIP
ACADEMY WARRINGTON

Recruitment Guide Caretaker

Location: King's Leadership Academy
Warrington

Contract: Permanent

Salary: £26,403 - £28,142

Start Date: June 2026



  @GSTSchools



WELCOME TO THE GREAT SCHOOLS TRUST

“Excellence is not a destination – it is who we are, every day.”

Welcome to Great Schools Trust, where belief in every child's potential meets the daily habits that make success inevitable. In our schools, excellence is not left to chance. It is embedded through clear routines, ambitious teaching, compassionate leadership and a culture where character matters.



Our Mission:

To develop in every student the academic skills, intellectual habits, qualities of character, and leadership traits necessary to become a successful, healthy citizen in the global community.



Our Vision:

To build a family of outstanding academies where all students, irrespective of their starting points, flourish, are happy and achieve their full potential.



Our Values – ASPIRE

- Aspiration
- Self-awareness
- Professionalism
- Integrity
- Respect
- Endeavour

Our Pillars of Excellence:



People & Leadership –

Growing exceptional leaders who inspire, empower and deliver.



Character & Leadership –

Building resilience, integrity and aspiration through values-led education.



Educational Transformation –

Relentlessly improving teaching and learning for every child.



AI & Future Learning –

Harnessing innovation and technology to personalise and future-proof learning.



System Leadership –

Driving improvement across schools with trust-wide accountability and collaboration.



Educational Partnerships –

Working with families, communities and global partners to extend opportunity.

National Recognition:

- National Behaviour Hub Lead MAT
- Edurio Top 10 for Staff Satisfaction (2024)
- Most Improved MAT in the Northwest for Progress 8 (2023–24)
- Home to the IPCL: The Institute of People, Character & Leadership

WELCOME FROM THE CEO

Shane Ierston
Chief Executive Officer



At the Great Schools Trust, we hold a simple belief: teachers and our support staff deserve the space, support and trust to do what they came into this profession to do. To inspire young minds and to shape the future with hope and purpose.

This year has reminded us of the extraordinary things that happen when we work together with shared belief and a deep commitment to helping every child flourish. Innovation has been at the heart of this, especially our new AI-powered assessment platform, which is now rolling out across the Trust. It is already saving teachers hundreds of hours each year. That is not just a technological achievement. It is time genuinely returned to you.

Less pressure, fewer late nights and more energy for the work that truly matters.

No teacher enters this profession expecting to battle endless admin. They choose this path because they care. Our responsibility, as a Trust, is to make sure you can keep doing what you love, supported, valued and encouraged every step of the way.

Over the past year, we have continued to build a culture where people feel heard, respected and safe to grow. Our recent Edurio survey placed us in the top ten trusts nationally for staff wellbeing and organisational values. This reflects the warm relationships, thoughtful leadership and collective purpose that define our community. It also speaks to the consistency across our family of schools. All our academies are judged Ofsted Good or higher, something we are proud of because it represents the everyday dedication of our staff.

As our people thrive, so do our students. Across our academies, we are seeing outcomes that challenge expectations and transform futures.

With 70 percent of students entering the English Baccalaureate and several schools closing the Progress 8 gap between disadvantaged and non-disadvantaged students, our belief in social mobility is more than a vision. It is becoming a reality.

If you are considering joining us, we would love you to know this: you are not just stepping into a job. You are joining a community. A community that invests in you, trusts you and stands beside you. You will be welcomed into a family that celebrates your strengths, supports your growth and believes in the difference you can make.

Credo, Credimus:
"I believe, we believe."

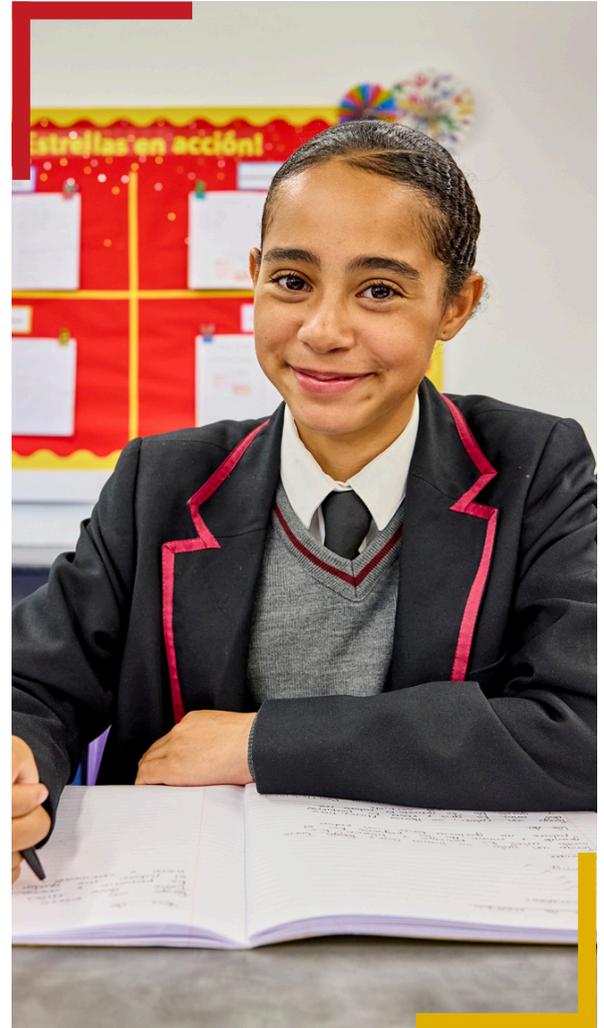
We believe in every child.
We believe in every member of staff.
And we believe in what we can achieve together.

Shane Ierston, CEO

Shane Ierston



GREAT SCHOOLS
TRUST





WELCOME FROM THE PRINCIPAL

Umar Hussain
Principal of Warrington



Welcome to King's Leadership Academy Warrington, a non-selective free independent school in the state sector that provides a world-class education for the young people of Woolston and Padgate.

King's Warrington is founded on international research and traditional values, with a huge focus on leadership and academic development.

Our vision is "To develop in each of our students the academic skills, intellectual habits, qualities of character and leadership traits necessary to succeed at all levels and become successful citizens in tomorrow's world."

At King's Warrington, we believe every child can succeed and that great teaching is the key to that success. This sentiment is reflected in our motto, 'Credimus', which, translated from Latin, literally means 'we believe.'

We believe in appointing only the very best teachers and staff who are committed to serving the students and parents of this community.

We believe in setting the highest expectations for ourselves and our students and accepting no excuses for underperformance. We believe our school exists to shape the life chances of all our students so they can attend the best universities or secure the best employment opportunities in the years to come. We believe in fully supporting our students throughout their education.

King's Warrington is unique in that we have developed a highly personalised approach to our provision and teaching. Our smaller class sizes and year groups provide significant opportunities to nurture and develop the academic and creative talents of all our students.

As Principal, I am privileged to be part of such a fabulous team of staff who are 'mission-driven' in their goal to ensure that the education provided here is second to none. I welcome you to the Academy and hope that you find the information in this pack informative.

We warmly encourage prospective applicants to visit King's Leadership Academy Warrington. We believe that finding the right fit is essential for both the individual and the Academy, and a visit provides an invaluable opportunity to experience our culture, ethos and approach to teaching and leadership.

Please approach a member of our team to arrange a visit – we would be delighted to welcome you.

Umar Hussain



KING'S LEADERSHIP
ACADEMY WARRINGTON

Staff Benefits & Wellbeing

At our Trust, we are committed to creating an exceptional working environment where staff feel valued, supported and empowered to thrive. We believe that investing in our people is the foundation of outstanding education.

A Trust That Prioritises Staff Wellbeing

- A culture where staff wellbeing underpins decision-making
- Strong pastoral support and leadership that genuinely listens
- A collaborative, family-oriented environment across all academies

Professional Benefits & Career Development

- Highly competitive salaries that reward excellence
- Access to CredimusAI, saving significant time and reducing workload
- A personal device for all teaching staff to support professional practice
- Weekly leadership link meetings to support development and progression
- Clear career pathways, with rapid promotion for the right candidates
- Trust-wide collaboration, sharing expertise and supporting other schools
- Strategic input into our new building, shaping facilities for future generations

Health, Wellbeing & Personal Support

- Benenden Health membership (optional £15.50 per month), with day-one access to:
 - 24/7 GP and mental health helplines
 - Specialist advice for adult care, neurodiversity and disability
 - Fast access to diagnostics, physiotherapy, mental health support and cancer advice
 - Support for tuberculosis and selected surgical procedures (subject to eligibility)
 - No medical checks, excess fees or age-related pricing
 - Option to add family members at additional cost
- BUPA Employee Assistance Programme (Trust-funded), providing:
 - Counselling and emotional wellbeing support
 - Legal, financial and family care advice
 - 24/7 confidential assistance
- Generous occupational sick pay, maternity/paternity provision and family-friendly policies

Financial, Lifestyle & Community Benefits

- Cycle to Work salary sacrifice scheme
- Membership of the Teachers' Pension Scheme or Local Government Pension Scheme
- Opportunities to engage with the local community through fundraising and charity work
- The chance to contribute to trust-wide culture, innovation and school improvement





About the Role

Location: King's Leadership Academy
Warrington

Contract: Permanent, all year round

Hours: Full-time, 37 Hours per week

Reports to: Site Manager

Salary: Scale 4, Pts 7-11, £26,403 - £28,142 FTE

Start Date: June 2026

The Caretaker is responsible for:

- Maintaining clean, safe and secure school premises, which includes buildings and grounds.
- Taking receipt of all deliveries.
- Carrying out cleaning, handyperson activities, routine maintenance and refurbishment, portorage, and minor repairs.
- Some supervision of school cleaning staff.
- Promoting health and safety around the school.

Hours of Work are: alternate shifts

6am to 2pm/12pm to 8pm

Alternate Saturdays (mainly 8am to 2pm)

Job Description

1) General Duties

- Carry out portage duties, such as moving furniture and equipment around the school.
- Maintain the general school premises, furniture and fittings, and report any issues to the Site Manager.
- Carry out repairs and DIY projects as directed by the Site Manager.
- Obtain quotes from contractors for small projects.

2) Cleaning

- Carry out daily cleaning and ad-hoc duties, such as litter picking and arranging the disposal of waste.
- Carry out emergency cleaning duties, such as gritting and cleaning up spillages.
- Arrange an annual deep clean of classrooms, staffrooms, kitchen, dining areas, food tech areas and other frequently used spaces on school premises
- Take responsibility of the maintenance of cleaning tools and products, including arranging replacements and ensuring good stock levels.

3) Security

- Maintain the security of the school premises as a key holder.
- Lock and unlock the premises as required, including out of school hours when necessary.
- Check at the end of the day that all windows, doors and gates are locked, lights switched off, and gas and electrical appliances are turned off.
- Set security alarm systems, report any potential security breaches, and respond to any alarms or other call-outs following agreed procedures.
- Carry out regular, daily checks of CCTV and alarm systems, locks, fire safety appliances, security gates and perimeter fencing, and ensure any necessary repairs are actioned.
- Advise the Site Manager/ Principal on all matters relating to school security and safety.

4) Health & Safety

- Ensure a safe working and learning environment in accordance with relevant legislation.
- Carry out and record regular health and safety checks, including on legionella risk, play equipment, safety equipment, and any hazards on school premises; report any problems to the Site Manager.
- Provide safe access to the school in cold weather conditions.

5) Other Responsibilities

- Be committed to the safeguarding and promotion of the welfare of children and young people.
- Comply with the policies and procedures relating to child protection, health and safety, security, confidentiality and data protection, and equal opportunities, and report all concerns to an appropriate person.
- Take appropriate action to identify, evaluate and minimise any risks to health, safety and security in the school working environment.
- Contribute to the overall ethos/work/aims of the school.
- Establish constructive relationships and communication with all staff and other agencies/professionals.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Participate in training and other learning activities and performance development as required.
- Ensure that cleaning staff carry out their duties professionally and effectively.

6) Safeguarding, Compliance & Professional Responsibilities

- Maintain an unwavering commitment to safeguarding and child protection
- Comply with all Trust policies, including behaviour, health & safety, and data protection
- Undergo enhanced DBS and barred list checks in line with statutory guidance
- Contribute to a culture of vigilance, safety, and care across the academy
- Act professionally in line with the Trust Code of Conduct at all times
- Fulfil wider professional duties reasonably required by the academy

Person Specification

Category	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Maths and English GCSE (or equivalent) 	<ul style="list-style-type: none"> • First Aid qualification • Trade certifications (NVQs or equivalent) • Fire safety training
Experience	<ul style="list-style-type: none"> • Cleaning work • Some DIY • Working as part of a team 	<ul style="list-style-type: none"> • Supervising a small team of staff • Building maintenance • Security, including alarm systems • Caretaking
Skills & Knowledge	<ul style="list-style-type: none"> • Good knowledge of health and safety regulations • Ability to work flexibly, independently and as part of a team • Cleaning and hygiene knowledge • Basic DIY skills • Ability to plan, organise and prioritise 	
Personal Qualities & Values	<ul style="list-style-type: none"> • Commitment to promoting the ethos and values of the school and achieving the best outcomes for pupils • Integrity, honesty, loyalty and fairness, including safeguarding the school's assets and reputation • Ability to work under pressure and prioritise effectively • Commitment to confidentiality • Commitment to safeguarding and equality • Embraces change positively • Able to deal effectively with difficult situations • Willingness to work flexibly and outside normal school hours 	
Physical Requirements	<ul style="list-style-type: none"> • Reasonably fit to carry out the duties of the role • Able to undertake manual handling and lifting • Able to work at height using appropriate equipment 	



How To Apply

Submit your application via [Our Website](#)

For an informal conversation about the role or to arrange a tour of our academy, please contact our Operations Manager, Stacey Perrie at s.perrie@kingswarrington.com or [01925 817939](tel:01925817939).

Appointment, Compliance & Safeguarding

Appointment, Terms & Compliance

This appointment is made by the Local Academy Council on behalf of the Great Schools Trust. The Job Description forms part of the contract of employment and may be reviewed as the role or organisational needs change, following consultation. The Trust will make reasonable adjustments to support applicants and employees with disabilities.

The Trust is a licensed Skilled Worker Visa sponsor and may offer sponsorship subject to eligibility and the requirements of the role.

Safeguarding & Pre-employment Checks

Great Schools Trust is committed to safeguarding and promoting the welfare of children and young people. All staff must share this commitment. As part of safer recruitment, interviews will explore motivation to work with children, ability to maintain professional boundaries, emotional resilience and attitudes to authority and behaviour management.

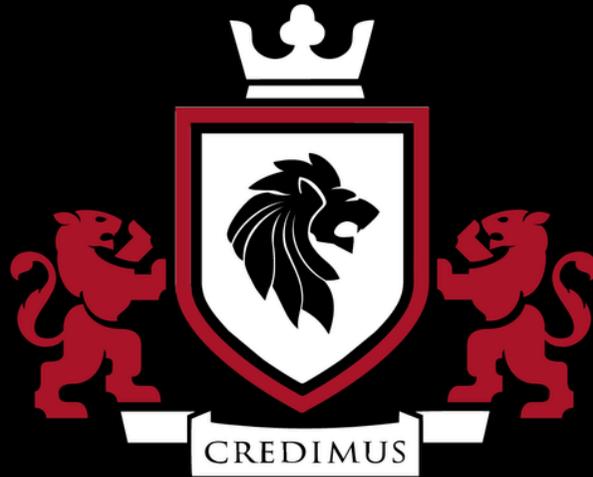
Pre-Employment Checks

Any offer of employment is conditional upon the successful completion of the following:

- Proof of identity, address and right to work in the UK
- Two satisfactory references, including the most recent employer
- Verification of relevant qualifications
- Enhanced DBS check with barred list check
- Prohibition from teaching check
- Section 128 check (for management roles)
- Overseas police checks (where applicable)
- Occupational health clearance
- Satisfactory completion of the probationary period

Ongoing Compliance

The postholder must comply with Trust policies, including the Staff Code of Conduct, Safeguarding and Child Protection Policy, and Staff Communication and Social Media Policy. Responsibilities may be reviewed periodically in line with Trust and academy priorities.



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