



KING'S LANDER
PRIMARY ACADEMY

Recruitment Guide

Primary School Cleaner




Location: King's Lander Primary
Academy

Contract: Permanent, All Year Round,
20 Hours

Salary: Scale 2 points 3-4; FTE £24,796 -
£25,185

Start Date: 1st June 2026

 @LanderPrimaryAcademy





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 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





WELCOME FROM THE PRINCIPAL

Yvonne Dineley Principal of Lander



Welcome to King's Lander Primary Academy, a non-selective academy at the heart of our community, dedicated to providing a truly world-class education for the young people of Litherland and Bootle.

Our vision is clear: to develop in every student the academic skills, intellectual habits, strength of character and leadership qualities they need to succeed at every stage of life and to thrive as confident, responsible citizens of the future.

At King's Lander, we genuinely believe that every child can succeed. This belief sits at the core of everything we do and is captured in our motto, *Credimus* "we believe."

We believe in our children, in their potential, and in their ability to achieve great things. We also believe that great teaching is the key to unlocking that potential, which is why we are committed to appointing exceptional staff who share our passion and dedication to serving our whole school community.

We have the highest expectations of ourselves and of our pupils because we know that with the right support, encouragement and challenge, every child can flourish. Our purpose is simple but powerful: to give every child the very best start in life and to prepare them fully for the next stage of their educational journey.

What makes King's Lander truly special is our highly personalised approach. We take the time to understand every child as an individual, nurturing both their academic progress and their creative talents, and providing rich opportunities for them to grow in confidence and character.

As Principal, I feel incredibly proud and privileged to lead such a dedicated, mission-driven team. Every member of staff is united in their commitment to ensuring that the education we provide is second to none.

It is a real pleasure to welcome you to our Academy. I hope this information gives you a genuine sense of who we are, what we stand for, and the pride we have in our school and our community.

Yvonne Dineley



KING'S LANDER
PRIMARY ACADEMY

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 Lander Primary Academy

Contract: Permanent, All Year Round, 20 Hours

Reports to: Site Manager

Salary: Scale 2 points 3-4; FTE £24,796 - £25,185

Start Date: 1st June 26

Lander Primary is a small, welcoming community school, and we are looking for a reliable and conscientious cleaner to join our friendly team.

The role involves maintaining a high standard of cleanliness across key areas of the school, including Early Years, Nursery, Key Stage 1 classrooms, staff room, and staff and pupil toilets. You will play an important part in ensuring a safe, clean, and pleasant environment for both pupils and staff.

This position offers a total of 20 hours per week, working Monday to Friday on a split shift basis:

- Morning: 6:45 am – 8:30 am (8.25 Hours)
- Afternoon: 3:15 pm – 5:30 pm (11.25 Hours)

We are open to some flexibility with working hours and are happy to discuss arrangements that work for the right candidate (e.g., two recruits covering AM and PM shifts).

Annual leave entitlement is 30 days, to be taken during school holidays. During holiday periods, when not on leave, working hours may be adjusted and condensed across fewer days, as agreed with the line manager.

We are looking for someone who is dependable, takes pride in their work, and works well as part of a team.

Job Description

1) General Cleaning Duties

- Clean designated areas of the school site as directed by the Site Manager, noting that areas may change based on operational needs.
- Vacuum all carpeted areas thoroughly, including classrooms, corridors, offices, and shared spaces.
- Sweep and mop all hard floors, ensuring appropriate methods are used for different surfaces (e.g. tiled, vinyl, wooden flooring).
- Carry out machine cleaning of floors where appropriate and trained to do so.
- Spot clean spillages promptly to maintain safety and hygiene standards.
- Dust and wipe surfaces including desks, chairs, shelving, skirting boards, window ledges, and other areas where dust accumulates.
- Clean internal glass surfaces, including windows and door panels, ensuring a clear and presentable finish.
- Remove marks from walls, doors, tiles, and mirrors to maintain a clean learning environment.
- Empty bins, clean them where necessary, and dispose of waste in designated collection areas in line with school procedures.

2) Washroom and Hygiene Responsibilities

- Clean toilets, urinals, and surrounding areas regularly to a high hygienic standard.
- Clean and disinfect hand basins and sinks across the school.
- Replenish consumables such as toilet paper, soap, and paper towels.
- Ensure washroom facilities are safe, sanitary, and fully stocked at all times.

3) Classroom and Learning Environment Support

- Maintain cleanliness in classrooms to support a safe and effective learning environment for primary-aged pupils.
- Pay particular attention to high-touch areas (e.g. desks, chairs, door handles) to reduce the spread of germs.
- Clean shared learning resources and surfaces where required.
- Support the overall presentation of the school to ensure it remains welcoming for pupils, staff, and visitors.

4) Specialist and Periodic Cleaning

Carry out periodic deep cleaning tasks such as:

- Cleaning high-level surfaces (within safe working limits).
- Cleaning light fittings, lamp shades, and diffusers.
- Detailed cleaning of internal fixtures and fittings.
- Participate in scheduled deep cleans during school holidays or designated periods.

5) Health, Safety, and Compliance

- Use cleaning materials, equipment, and chemicals in accordance with training and instructions from the Site Manager.
- Follow all health and safety regulations, including COSHH guidelines.
- Identify and report hazards, defects, or maintenance issues immediately to the Site Manager.
- Ensure safe storage of cleaning materials and equipment at all times.
- Take responsibility for personal safety and the safety of others while carrying out duties.

6) Site Security and End-of-Day Procedures

- Check and close windows where required.
- Switch off lights and ensure designated areas are secured after cleaning.
- Report any security concerns promptly.

7) Teamwork and School Community

- Work collaboratively with the cleaning team and wider school staff.
- Contribute positively to maintaining a safe, clean, and supportive school environment.
- Take an active role in supporting the school's ethos of care and safeguarding for pupils.

8) Additional Duties

- Carry out any other reasonable duties as directed by the Site Manager or Principal.
- Be flexible in supporting additional cleaning requirements, particularly in response to school events, illnesses, or emergencies.

Person Specification

Category	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none">• Willingness to undertake training as required	<ul style="list-style-type: none">• Basic training in cleaning methods, equipment use, or health & safety practices
Experience	<ul style="list-style-type: none">• Experience of undertaking a range of cleaning duties	<ul style="list-style-type: none">• Experience of working in the cleaning industry• Experience in a customer-focused environment• Awareness of Health & Safety regulations relating to cleaning materials and equipment
Skills & Abilities	<ul style="list-style-type: none">• Ability to work individually with limited supervision• Ability to work effectively as part of a team• Ability to communicate clearly and follow instructions• Ability to manage time effectively and prioritise tasks• Ability to use initiative and respond to unexpected issues• Good attention to detail and a methodical approach to work• Ability to carry out manual handling tasks, including lifting and carrying	
Personal Qualities	<ul style="list-style-type: none">• Reliable and dependable• Flexible and responsive to changing demands• Commitment to maintaining high standards of cleanliness• Willingness to take responsibility for the quality of own work• Ability to maintain confidentiality	
Values & Work Ethic	<ul style="list-style-type: none">• Commitment to delivering a high-quality standard of work• Understanding of the importance of maintaining a safe and clean environment for children• Willingness to contribute to the wider school community	<ul style="list-style-type: none">• Awareness of safeguarding responsibilities within a school setting



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 Office Manager, Carol Oliver at info@kingslanderprimary.com or contact 0151 922 5760.

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.

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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