

Wellspring Academy Trust



Post Title: Site Operative

Department: Estates

Reporting to: Regional Estates Manager

Salary: SCP6 £25,989 FTE

Locations: North East Lincolnshire area

Are you someone who enjoys variety in your day, takes pride in your work, and thrives being part of a supportive team? If you're passionate about making a real difference in a school community, this is the perfect opportunity for you.

Where you'd be based

This advertisement will show a location of Beacon Academy, Cleethorpes (our regional hub), but this role will work flexibly across our schools in North East Lincolnshire area.

About the role:

To ensure delivery of a clean, safe, secure learning and working environment.

As our Site Operative, you will

- Take responsibility for the **security and safety** of buildings and grounds.
- Keep the site clean, tidy and free from litter, debris and leaves.
- Carry out **minor repairs and maintenance** across the school.
- Support with **grounds maintenance**, including clearing waste and maintaining outdoor areas.
- Move furniture and equipment as required.
- Take a proactive approach to identifying maintenance issues and reporting concerns.
- Carry out internal and external decorating.
- Operate hand tools, power tools and site machinery.
- Assist with emergencies, site enquiries and winter maintenance such as gritting paths.
- Conduct daily site checks to keep all areas safe for pupils and staff.
- Work in line with Trust policies, including safeguarding, Health & Safety, data protection and safer working practices.

Wellspring is a growing community of Primary, Secondary, Special and Alternative Provision Academies across Yorkshire and Lincolnshire. We believe in making a real difference by improving the lives and life chances of every young person in our care. Our Academies are vibrant, autonomous, community focused and highly successful. Whether at the start of their school life or heading into adulthood, we treat all our pupils with 'unconditional positive regard.' This means we focus on understanding each child as an individual and meeting their own, unique needs.

At Wellspring, we have always talked about ethics and values as the heart of our culture. They have been our guiding lights. We have taken the harder path many times to remain true to our values. Our leaders are the custodians of our values.

Wellspring has ambitious plans to grow over the next five years, building on our strong reputation and performance to date. At the heart of this growth are our people and the culture they own. We have earned our success thus far by empowering leaders within the context of a comprehensive and robust Trust-wide monitoring and risk assurance framework.

We aim to raise expectations and ambitions for every young person in our care. We aim to make a difference.

If you have any queries regarding the post or the application, please contact Gemma Evans on 07710209408 or email: g.evans@wellspringacademies.org.uk

Wellspring Academy Trust is committed to safeguarding and promoting the welfare of our pupils. All posts are offered subject to enhanced DBS checks. As this role involves working with children in regulated activity, please note that it is an offence to apply for the role if barred from engaging in regulated activity with children.

References will be requested and an online search carried out for shortlisted candidates, prior to attendance at interview. Further pre-employment checks, including prohibition from teaching, childcare disqualification and section 128 checks, if deemed relevant for the role, will be completed for the successful candidate upon acceptance of the post.

We are committed to equal opportunities and to promoting diversity. We want our people to reflect the diversity of our communities, and we welcome applications from people from all backgrounds, especially from under-represented groups, including those from Black, Asian and minority ethnic communities.

If you are currently living overseas or have lived / worked overseas in the last five years please be aware that you will be required to provide an overseas criminal records check from the country/countries you have resided in, if you are the preferred candidate for the post.

Reporting to	Estates Manager
Duration of Post	Permanent
Hours	37 hrs per week, 52 weeks per year, (Mon-Fri)
Salary	£25,989 FTE
Interview Date	TBC
Start date	ASAP
Closing date	24/04/2026
External Link	https://mynewterm.com/jobs/629632645/EDV-2026-WATEOCACYR-11214
Internal Link:	