



Evening Cleaner

Salary: Band 4, SCP 3 Actual Salary £12,679

20 hours per week, 3pm-7pm, Term time plus 3 weeks

Required:- 1st September 2026

Closing Date: Wednesday 1st July 2026 – 9.00am

Interview date: Wednesday 8th July 2026



GROWTH

BFA

COMMUNITY

RESPECT

Contents

Welcome	3
Vision and Ethos	4
Application Process	5
Bradford Diocesan Academies Trust	6
Job Description	7 - 8
Person Specification	9 - 10
Advert	11

Dear Colleague,

June 2026

Thank you for your interest in joining the staff team at **Bradford Forster Academy**.

This is a particularly important and exciting time to join the academy. We are on a clear and ambitious journey of improvement, focused on securing the highest standards of education, care and opportunity for every pupil. We are building a culture rooted in high expectations, strong relationships and a relentless focus on what makes the greatest difference in the classroom.

Bradford Forster Academy is an 11–16 Church of England secondary academy within the Bradford Diocesan Academies Trust (BDAT). Since opening in 2015, the academy has grown to around 1,000 pupils and serves a richly diverse community. Many of our families face significant social and economic challenges, which makes our work both demanding and deeply purposeful.

Our vision is simple: to provide an excellent education for every child, every day. Our guiding principle, '**Everything is possible for one who believes**' (**Mark 9:23**), underpins our belief in the potential of every young person and our determination to ensure that background is never a barrier to success.

We are strengthening our focus on the key drivers of school improvement: high-quality teaching, a carefully planned and ambitious curriculum, strong behaviour and attendance, and a culture where every pupil is known, supported and challenged to achieve their very best. We are equally committed to developing a staff culture where colleagues feel valued, supported and able to thrive professionally.

At the heart of the academy is a strong emphasis on relationships. Form tutors play a vital role as the first point of contact with families, and we work in close partnership with parents and carers. Our Christian ethos is inclusive and welcoming, encouraging all members of our community to develop character, reflect on their values and contribute positively to society.

We are committed to investing in our staff. Our professional development offer is carefully designed to support colleagues at every stage of their career, providing opportunities to grow, lead and progress within the academy and across the trust.

This is an opportunity to be part of a team that is determined to make a lasting difference. We are looking for professionals who are committed, resilient and ambitious for our pupils, and who want to play a full part in the next stage of the academy's journey.

If this resonates with you, I would strongly encourage you to apply. Visits to the academy are warmly welcomed.

I hope the information in this pack is helpful, and I look forward to reading your application.

With best wishes,

Dan Styles
Headteacher

Vision and Ethos

'Everything is possible for one who believes' (Mark 9:23)

The vision for the Academy is to further raise the hopes, aspirations and ambition of our students, their families, and the local community, by generating self-belief, self-esteem, and confidence through:

- Focusing upon high quality teaching and learning, standards of attainment and achievement, the best student care and support to transform the education of the young people served by the Academy.
- Providing outstanding opportunities for young people to develop healthy and active lifestyles, enjoy their learning and achievement, act and behave safely and become well prepared for adult life in a rapidly changing society.
- Actively promoting self and mutual respect, good conduct, and behaviour.
- Developing an educational organisation of which the students, staff and local community are both proud and feel part of and of which they make extended use.
- Creating a culture which celebrates success within and beyond the Academy, for example in securing greater numbers of students progressing to higher education or employment with training.
- Providing opportunities for students to explore their own and other faiths.

We set high standards and have high expectations for both learning and personal development. We strive to set our children on the best path for their future, by instilling self-belief and self-confidence in what they can achieve.

Ethos and Culture

In creating a successful ethos, culture and climate in the Academy, the following are essential characteristics:

1. Student learning, attainment, achievement, and well-being are at the centre of strategic thinking, planning and actions.
2. A 'can do' attitude is actively promoted and prevalent throughout the Academy. Staff work collaboratively in the best interest of the students in our care.
3. Underpinned by high aspirations and ambition for both students and staff, there is an expectation for everyone to be determined and have a desire and commitment to continuously improve.
4. The Academy is an inclusive organisation with shared facilities e.g., dining room, social spaces for students and staff. In addition, there are dedicated staff work and professional development facilities.

The Academy is a faithful community, starting each day with two minutes of reflection time, where students can gather their thoughts before beginning their day. Whilst our student-centred learning is founded on a Christian ethos, Christian values and Christian principles underpin our work, our students are supported to explore their own spirituality and to recognise and understand the beliefs of others.

Application Process

The closing date for all applications is **Wednesday 1st July 2026 @ 9am**

Applications are to be made via [MyNewTerm](#)

An email will be sent to shortlisted candidates with details of the interview process. If you have not heard from us within two weeks of the closing date, please assume your application has been unsuccessful.

References and Police Checks

All offers of appointment will be subject to receipt of satisfactory references. Specified post, which involves substantial one to one access to children, will be subject to a search of police criminal records and appointment to these posts will be conditional upon confirmation by the police of information provided to us by the applicant.

All appointments will be subject to an enhanced criminal records check.

Inclusion

As a Trust we are an inclusive employer. We welcome applications from candidates of all backgrounds, faith, ethnicities or with any protected characteristics. We are simply looking for the very best candidate for the job and will assess your application only on the information in your written application or your performance at interview should you be successfully shortlisted.

We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, gender, religious beliefs, marital status, sexual orientation or disability. The person specification sets out the criteria used to assess candidates through the selection process.

Bradford Diocesan Academies Trust (BDAT)

About BDAT

Bradford Forster Academy is an academy within Bradford Diocesan Academies Trust. If you are successful in being appointed, the Trust will be your employer.

General Information and Background

Bradford Diocesan Academies Trust (BDAT) is a Multi-Academy Trust (MAT) supporting a number of primary and secondary academies in Bradford. BDAT is the only Church of England MAT operating in Bradford and is part of the Diocese of Leeds. BDAT is a charity, governed by a board of trustees who are responsible for, and oversee, the management of the company. The Memorandum and Articles are available on the Trust's website at www.bdat-academies.org.

Our mission statement

"The Trust's mission is to provide an education of the highest quality within the context of Christian belief and practice." We believe every child only has one chance at a good education.

In practice, as a Trust, we seek to work with and alongside the academies in our Trust to provide a good quality of education to all children in our academies. The Trust does this through operating a light touch support role for academies at times of challenge and by establishing collaborative structures and processes to enable them to work together and share good practices. As our family of academies continues to grow, we are constantly looking at how we can continue to improve to establish effective and efficient ways of partnership working. We believe this means we are big enough to achieve business economies of scale whilst being small enough to retain our family of schools approach where we are truly able to know, understand and support each other.

Our Christian ethos

BDAT is a proudly Christian organisation committed to providing high-quality education for all within an ethos which encourages academic, vocational, mental, physical, and spiritual opportunities and development for each member of its academies. Whilst robust Christian principles underpin the work of the academy, everyone is encouraged to explore their own spirituality and to recognise and understand that of others. It is for this reason that we choose to support and sponsor Non-Church of England academies, as well as those within the faith.

ICARE (Inclusion, Compassion, Aspiration, Resilience and Excellence)

At BDAT we have considered the importance, effectiveness, and sustainability of how we tackle issues like racism and other types of discrimination across all areas of our MAT and within each of our schools. We have led a Trust wide consultation to ensure we understand what we mean by inclusion and to look at what we can do differently centred around the Trust values: "ICARE." To download our ICARE consultation documents please [click here](#)

BDAT People: Our Faculty of Professional and Career Development

The BDAT Faculty of Professional and Career Development brings together into a single entity all that we currently do to recruit, develop, and retain our staff. The faculty provides

the strategic direction to ensure that our professional and career development supports school improvement and drives our vision of BDAT as an employer of choice. By bringing all our work in this area under 'one umbrella' it ensures our staff know about BDAT's development offers and how they can be accessed. <https://bdat-people.org/>

Job Description

Whilst every endeavour has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings therefore may have been used below; in which case all the usual associated routines are naturally included in the job description.

Post Title: Cleaner
Salary: Band 4 SCP 3 Actual Salary £12,679
Hours: 20 hours per week (3pm – 7pm), term time plus 3 weeks
Responsible to: Cleaning Supervisor

Purpose of Role:

- To ensure that allocated areas are maintained in a clean and organised state to provide a clean environment for the Academy.

Duties and Responsibilities

- Clean all general and specified areas to the required standard that incorporates all quality standards laid down by the Academy.
- To ensure that all equipment and materials required to perform all cleaning tasks are maintained in a hygienic and safe condition. All Health and Safety requirements should be met along with any regarding quality standards.
- Ensure that cleaning cupboards are maintained in a clean and tidy way. All cupboards should be maintained to meet the standard required.
- To follow and adhere to procedures for the replacement of broken/damaged equipment.
- To co-operate with customers/colleagues in carrying out tasks.
- The completion of all 'ad hoc' requests issued by the Premises Manager/Cleaning Supervisor/Business Manager.
- To report any cleaning difficulties to the Premises Manager/Cleaning Supervisor.
- To adhere to all the Academy's policies and procedures.
- Maintain confidentiality in relation to information, which may be encountered in the normal routine of duties which relates to staff, students, parents, data etc.
- Participate in all appropriate training commensurate with your employment.
- To support, uphold and contribute to the development of the Academy's equal rights policies and practices in respect of both employment issues and the delivery of services to the community
- To contribute to the overall ethos/work/aims of the Academy and appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as required.

- May from time to time be required to undertake other duties commensurate with the grade and level of responsibility defined in this job description.

Other Specific Duties:

- As the academy grows and develops it is essential for all employees to demonstrate a flexible approach to undertaking tasks and responsibilities.
- Safeguarding and promoting the welfare of students.
- To participate in professional and personal development programmes as required, including training and performance review.
- To appreciate and support the work of other professionals.
- To undertake any other duties commensurate with the grade of the post.

NOTE

As an equal rights employer we are committed to make any necessary reasonable adjustments to the job role and working environment that enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Person Specification

Post Title: Cleaner

	Essential	Desirable	Evidence Base
Qualifications	<ul style="list-style-type: none"> • Good level of general education 		Application Form and Original certificates
Experience	<ul style="list-style-type: none"> • Previous cleaning experience in a professional capacity 	<ul style="list-style-type: none"> • Experience of cleaning in a school environment • Experience of carpet cleaning etc. 	Application Form Application Form
Training		<ul style="list-style-type: none"> • Manual Handling • COSHH • Working at Heights 	Application Form
Special Knowledge	<ul style="list-style-type: none"> • Correct use of materials and equipment and care in carrying out duties. • Ability to understand oral instructions. • Responsible for day-to-day decisions relating to the effectiveness of the cleaning provision 	<ul style="list-style-type: none"> • Aware of requirements under Health & Safety regulations. • Knowledge of basic stock control. 	Application Form & Interview Interview Interview

Disposition and Adjustment	<ul style="list-style-type: none"> • Willingness to support the Christian Ethos of the academy. • Ability to remain calm under pressure. • Flexible approach, dependable and loyal – ability to work with a wide range of people. • Willingness to undertake a diverse 		Interview Interview Interview
	range of duties according to the demands on the team. <ul style="list-style-type: none"> • Commitment to promoting the safety and welfare of students. • Maintain confidentiality in matters relating to the academy, its students, parents and carers. 		Interview Application form & Interview
Practical and Intellectual Skills	<ul style="list-style-type: none"> • Basic written communication skills. • Able to communicate effectively. 		Application & Interview
Physical and Sensory	<ul style="list-style-type: none"> • Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010. 		Interview and reference
Personal Circumstances	<ul style="list-style-type: none"> • Able to perform normal duties • Able to keep to working hours of the post. Will not require leave of absence during term time (save for sickness or compassionate leave). • Legally entitled to work in the UK (Asylum and Immigration Act 1996). 		Interview Application Proof of ID

This Personnel Specification

This personnel specification describes the job requirements on which the short listing and selection decision will be based. To be selected for an interview you must be able to show that you meet all the 'essential' requirements for the post. The very best candidates are most likely to also meet the 'desirable' criteria.

To ensure that the short-listing panel can make a proper assessment of your suitability for the post, please ensure that the application shows how you meet the requirements set out in the personnel specification.

Evening Cleaner

**Salary: Band 4 SCP 3 Actual Salary £12,679 per annum 20 hours per week, term time plus three weeks
3.00pm – 7.00pm (Monday – Friday)
Required 1st September 2026**

Bradford Forster Academy is an 11-16 Church of England secondary Academy and part of the Bradford Diocesan Academies Trust (BDAT), a growing Christian Multi-Academy Trust based in Bradford. The Academy opened on 1 September 2015 and now has capacity for 1050 students on roll in years 7-11. The school is forward-thinking, providing high quality CPD and there is an exciting opportunity to work across a variety of growing diverse schools within the Trust.

We are seeking to appoint a reliable and hardworking cleaner to join our team at Bradford Forster Academy.

The successful candidate will:

- Have previous experience as a professional cleaner.
- Have a good knowledge of health and safety procedures, including COSHH and Manual Handling.
- Be committed to the ethos and culture of Bradford Forster Academy.

We can offer you:

- An attractive and well-resourced working environment.
- Employee Pension Scheme with WYPF.
- Generous Annual Leave entitlement.
- Supportive colleagues.
- Opportunities for personal and professional development.

Closing date: Wednesday 1st July 2026 @ 9am

Interview date: Wednesday 8th July 2026

For full details, application form with information pack, please visit [MyNewTerm](#)

We are committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. All posts are subject to an enhanced criminal records check via the Disclosure and Barring Service (DBS).