



UP HOLLAND  
HIGH SCHOOL  
*Dedicated to Excellence*

## Cleaner (Temporary in the first instance)



PROUD TO BE A MEMBER OF  
**EVERYONE MATTERS**  
SCHOOLS TRUST

## Headteacher's welcome

---

Up Holland High School is Dedicated To Excellence and prides itself on the excellent opportunities it offers to all students in order for them to develop and succeed.

This is achieved by offering a broad and balanced curriculum that is delivered by high quality practitioners. The school has an outstanding reputation for academic achievement and educational standards, which has been achieved by placing the individual child's needs at the core of our ethos and our decision making.

We recognise that the development of the 'whole child' is an integral part of our work. We want the students to achieve both fantastic outcomes and to develop their interpersonal skills so that they are confidently prepared for life beyond school. At the heart of this ethos, we promote our core values of leadership, organisation, resilience, initiative and communication. At Up Holland High School, we expect students to be self-motivated, ambitious, determined and hard working. We encourage them to make the most of their abilities and talents. Alongside this, we expect students to be kind, thoughtful and respectful to one another. We want them to participate in all aspects of school life, developing into responsible citizens who make a positive contribution to the wider community.

We strongly believe in the power of the 'student voice' and as such, afford our students the opportunity to positively impact change and improve our school by representing our student councils and junior leadership team. We expect our students to be responsible role models to each other and to the students in our partner primary schools, promoting a sense of community responsibility.

The pastoral care is a real strength of our school. We pride ourselves on knowing the students as individuals, which enables us to successfully work in partnership with parents and carers. This partnership is absolutely critical in ensuring students are happy, healthy and successful. Our extensive system of rewards encourages the pursuit of excellence and core values by celebrating progress, attainment and the overall contribution made to school life. High expectations of attendance, punctuality, uniform and behaviour underpin success in our school and lay the fundamental foundations for life beyond Up Holland.

**You can view our welcome and information video using the following link:**

[https://www.youtube.com/watch?v=KL5yjTJwG\\_8](https://www.youtube.com/watch?v=KL5yjTJwG_8)

## School Priorities 2025-2027

- Encourage a strong, **positive attitude to learning culture (ATL)** in every classroom and subject.
- Provide a **challenging and inclusive curriculum** that uses regular assessment to support student progress.
- **Strengthen teaching in all subjects** through targeted training, that enhances staff knowledge and expertise.
- **Increase overall attendance** compared to 2024/25 and keep it above the national average for all student groups.



**Headteacher**  
**Paul Scarborough**

**Role overview:**

**Cleaner (Temporary in the first instance to 23.10.26)**

---

**Grade:** Foundation Living Wage - currently £12.60 per hour (pay award pending) – pro rata.

**Prorated salary you will actually receive:**  
**£9590 pa**

**Hours:** 16.00 hours per week over 5 days (pro rata salary), Term Time plus 3 weeks

*Hours for the extra 3 weeks are consolidated into one week during school summer holidays and INSET days*

**Days:** Monday 3.00 – 6.30 pm  
Tuesday – Thursday 3:15 pm – 6:30 pm  
Friday 3.00 pm – 5.45 pm

**Responsible to:** Estates Manager, Site & Cleaning Supervisors

**Closing Date:** Friday 13<sup>th</sup> March 2026, 9.00 am

**Interview Date:** To take place as soon as possible following closing date

**Start Date:** 1<sup>st</sup> May 2026

## Our school: Personal Development

---

The five key skills and values that we promote through LORIC are those that employers' colleges and universities consider to be most desirable:

- **Leadership**
- **Organisation**
- **Resilience**
- **Initiative**
- **Communication**

Students develop their LORIC skills through our 'Character and Culture and Personal Development' programme. This begins in Y7 and continues through to Y11, with students participating in a range of activities and experiences. These activities are promoted and undertaken in personal development time, curriculum lessons, character and culture days and enrichment opportunities. We believe that the programme enhances the development of the whole child, preparing them for life beyond Up Holland High School. Our drive to offer a holistic educational experience is at the core of the school's philosophy, recognising the importance of both academic rigour and challenge, alongside opportunities for personal development and cultural capital.

If appointed, you can expect full-support and continuing professional development, as we promote a model of leadership at all levels and a bespoke and tailored professional development programme. We offer a professionally stimulating working environment where teachers have the opportunity to progress and most critically, to positively impact the lives of our students.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful applicants will need to undertake a DBS enhanced clearance, including checks with past employers. *Please note that in line with Keeping Children Safe in Education an online search will be carried out as part of our due diligence on shortlisted candidates.*



## The Trust

---



# EVERYONE MATTERS SCHOOLS TRUST

We are a trust that is passionate about making a difference to every child and person in the community we serve. We work tirelessly to ensure we have great schools made up of great people supported by the trust to provide a great educational offer for every child who attends one of schools.

Our vision is to improve every person's life and their opportunities. As a member of staff you will be key to our success so we work hard to be a great place to work. Our trust culture is based on our humanity and the principles of compassion, generosity and kindness. We are proud of the trust's ethos:

**Everyone Matters:** we strive for all our partners to be happy and successful schools within our trust community based on our culture of compassion, generosity and kindness.

**Everyone Helps:** we work together to make great choices for our schools and our children to create an interconnected community of team members who do the best for children, staff and our community.

**Everyone Succeeds:** we work tirelessly together to overcome the challenges we face to invest in our schools, so all our schools, children and team members are successful.



## Job description

---

### **JOB PURPOSE: The main objectives to be achieved by the Postholder**

Under the direction and instruction of the Headteacher/Estates Manager/Site Supervisors/Cleaning Supervisor, to undertake the cleaning of designated areas within the School premises to ensure that they are kept in a clean and hygienic condition, to the agreed quality standards.

### **CLEANING DUTIES**

Cleaning including closure cleaning;

Sweeping, vacuum cleaning and mopping of floors;

Emptying litter bins;

Polishing and dusting of surfaces and fixtures and fittings;

Cleaning of changing rooms, toilets and shower facilities, including replenishment of paper towels, toilet rolls and other disposables;

Using appropriate powered equipment e.g. floor buffer;

To notify line management or other Senior member of staff, of any damage to buildings and equipment or anything you see that may be dangerous to pupils or staff;

To inform Estates Manager or Site Supervisor and Cleaning Supervisor of matters requiring attention e.g. light bulb replacement, blocked toilets etc;

To inform Estates Manager or Site Supervisor and Cleaning Supervisor when there is low stock of cleaning materials and other disposables etc;

To undertake training in the correct use of cleaning equipment as appropriate;

Additional cleaning for one-off occasions i.e. Open Evenings, Visits etc.

### **GENERAL**

At all times to carry out the duties in accordance with school-based policies and Health and Safety procedures;

To participate in the School's appraisal scheme where appropriate;

The duties may be varied by the Headteacher and/or Governing Body to meet changed circumstances in a manner compatible with the post held.

In addition, other duties at the same responsibility level may be interchanged with/added to this list at any time.

## Person specification

---

### Cleaner

Requirements (based on the job description)	Essential (E) or desirable (D)	To be identified by: application form (AF), interview (I), test (T), or other (give details)
<b>Qualifications</b>  Literate and numerate to a good standard	E	
<b>Experience</b> Experience of working as a cleaner Experience of using powered equipment (e.g. floor buffer)	D D	
<b>Knowledge, skills and abilities</b> Ability to work as part of a team Flexible attitude to work Ability to work in an organised and methodical way Awareness of Health & Safety issues Awareness of CoSHH <i>Good interpersonal skills</i> <i>Positive approach to customer care and service delivery</i> <i>Commitment to undertaking relevant training and development</i>	E E D D D E E E	
<b>Other</b> (including special requirements)  Commitment to safeguarding and protecting the welfare of children and young people  Commitment to equality and diversity  Commitment to health and safety  Willingness to work occasionally outside of contracted hours ( <i>e.g Parents evenings, lettings etc</i> )	E  E  E  E	I  I  I  I
<b>Note: We will always consider your references before confirming a job offer in writing.</b>		

## How to apply

---

Support staff application forms and further details of the post are available to download from the school website: <https://www.uhhs.uk/about-our-school/vacancies>

Completed application forms should be emailed to [j.harrison@uphollandhigh.org.uk](mailto:j.harrison@uphollandhigh.org.uk) marked for the attention of Mr P Scarborough, Headteacher.

Closing Date: Friday 13th March 2026 9.00 am

Interview Date: To take place as soon as possible following closing date

Start Date: 1<sup>st</sup> May 2026

## Guidance

---

**Applicant Privacy Notices can be found on our website using the following link.**

<https://www.uhhs.uk/ckfinder/userfiles/files/Vacancies/PrivacyNoticeforJobApplicants2025PDF.pdf>