



JOB DESCRIPTION: ESTATES TEAM SITE OPERATIVE

Witham Hall School Trust is committed to safeguarding and promoting the welfare of children and young people and expects its staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with current and previous employers and the Disclosure and Barring Service (DBS).

Scope & General Purpose:	To oversee day-to-day caretaking duties, to perform minor maintenance tasks, carry out gardening duties and to contribute to the smooth running of the School.
Responsible to:	Estates Manager.
Hours of work:	A minimum of 25 hours a week, Monday to Friday worked 12.15pm to 5.15pm. (Term time only – when the School is in session).
Annual Leave:	28 days <i>pro rata</i> , per annum (including 8 Public Bank Holidays).

Overview

To be an active member of the Estates Team (each of whom have their individual specialities). Together the aim of all such support staff is to facilitate the needs of teaching staff and pupils to ensure the better performance of the School.

To support the day-to-day operation of the School site, undertaking caretaking duties, performing minor maintenance tasks, carrying out gardening duties and contributing to the smooth running of the School.

To be supportive of the aims and ethos of boarding schools and private education, and, through your own conduct, be able to contribute to the environment of high standards, good manners, and excellent service at which the School aims.

Key Tasks

- To be the 'on call' member of staff to respond to issues as they arise, including deliveries, being contactable at all times via a School duty telephone.
- Assist with those planned building and redevelopment projects managed in-house, including redecoration and minor remodelling of internal spaces.
- To help the School respond to adverse events or conditions (*e.g.* bad weather).
- Assiduous adherence to a schedule of mandatory checks (*e.g.* weekly, monthly and termly as applicable).
- To set-up for School activities and events as needed.
- Day-to-day caretaking duties:
 - Assist with reactive maintenance works as needed (*e.g.* basic repairs *etc.*);

- Clearing bins, bin trolleys, recycling around the Estate and a weekly litter pick;
 - Receipt and distribution of deliveries and supplies;
 - Assist with reactive janitorial works (*e.g.* spillages, leaks, blockages *etc.*);
 - Assist with periodic deep-clean tasks (*e.g.* carpet cleaning, rearrangement of rooms *etc.*);
 - Assist with regular external cleaning works (*e.g.* gutter cleaning, flat-roof cleaning, path clearing);
 - Setting of timers around the site (*e.g.* for lighting, alarms, door locks *etc.*).
- Undertake routine gardening and grounds maintenance; propagation and planting out of bedding plants; maintain beds and borders around the School buildings; regular trimming of hedges and small trees as instructed by the Head of Grounds and Gardens to help maintain the School gardens
 - Along with other Estates Team Members and resident staff, act as a Fire Warden.
 - To attend meetings and training courses as requested.
 - To observe the School's *Health & Safety Policy* at all times.
 - To perform other such duties as may be reasonably requested by the Estates Manager.

Knowledge, Skills and Experience Required

Essential

- General practical skills to be able to undertake minor repairs (i.e. basic plumbing, lighting, carpentry *etc.*)
- Ability to work effectively as part of a busy team.
- Self-motivated with the ability to work under own initiative and to meet deadlines.
- A professional manner with good communication skills.
- The attentive eye to see issues before they are pointed out and to understand high presentational standards.
- Physical capability to meet the demands of the role, which will include lifting, carrying and manual work. The School will pay for relevant courses (*e.g.* Manual Handling, Working at Height *etc.*).
- Basic understanding of safe working practices and Health & Safety legislation.
- A pro-active and flexible approach to role. Hours can occasionally vary depending on events in the School Calendar. Occasional Saturday work for scheduled events (*e.g.* annual Speech Day) will be required.
- Good time-keeping.
- Positive approach to learning in the role and identifying own training needs as appropriate; the School would be willing to support learning as required on a mutually agreeable basis.

Desirable

- Experience in maintenance tasks.
- Expertise in one particular field (*e.g.* carpentry, electrical, plumbing *etc.*).
- Experience of using garden machinery (i.e. strimmers, blowers *etc.*)
- Full driving licence.

Note

This Job Description gives a basic outline of the role and does not claim to be comprehensive. All members of staff are expected to play a full role in the life of the School as may be reasonably required of their position.

Any role at the School can develop over time as appropriate. This Job Description is not contractual and therefore subject to change.