



Stour Vale Academy Trust

# REDHILL SCHOOL



**CANDIDATE INFORMATION PACK**

**Casual School Cleaner**

# ABOUT OUR SCHOOL

## KEY FACTS AND STATISTICS

Type of School	Academy (Member of Stour Vale Academy Trust)
Location	Stourbridge, West Midlands
Age Range	11–16 years
Gender	Co-educational
Headteacher	Mr J Clayton
Number of students	1,232
Number of teaching staff	74.5 (FTE)
Date school established	1976
Budget	£7.5m
Pupil Premium	22%
% of students with SEN in the school	18%
% of students on free school meals	20%

## ACADEMIC ACHIEVEMENTS

GCSE Results 2022	<p>Progress +0.27</p> <p>Attainment 8—Whole School 52.03</p> <p>Basics Standard (English and Maths 9-4) - Whole School 74%</p> <p>Basics Good (English and Maths 9-5) - Whole School 56%</p> <p>E Bacc (4+) - Whole School 54%</p> <p>E Bacc (5+) - Whole School 42%</p> <p>Data used from SISRA Analytics Collaboration Data 2022.</p>
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# Message from the Headteacher



Dear Candidate,

Thank you for showing an interest in joining our wonderful school. Redhill School is a fantastic place to work and develop your future career. We are a school who places care and support at the heart of what we do.

Over the past 5 years we have increased in size, taking in additional students to meet the demand of the local community. We now have over 1200 students across years 7 -11. We are ambitious and have high aspirations for our school. We aim to provide the best opportunities for all members of our school community. Our campus is well maintained and well resourced. We take great pride in all aspects of our school. Our children and staff deserve the best.

If this role is of interest to you and you would welcome further information then please contact us and we will answer any questions you have.

I look forward to hearing from you,

Best wishes

Jamie Clayton

Headteacher

## About our School

Redhill School continues to provide an excellent all round education for our students. Our 'Commitment to Excellence' shines through in all of our work, with our success being built upon the high quality of our teaching and excellent pastoral support. The comments in the last school OFSTED report, which recognised the impact of the outstanding provision within the curriculum for care, guidance and support, are still true today. Since this inspection the school has not in any sense stood still but has built upon its strengths to demonstrate that it is fully committed to continuous improvement to meet the new challenges.

If you aspire to make an impact on the lives of the students in our care, Redhill offers you a wonderful professional opportunity to work alongside an excellent team of staff. We are fully committed to ensuring that our school is a place of learning where people are happy, healthy and successful.

Redhill School, is a founder member of the Stour Vale Academy Trust. The schools in the Trust are committed to excellence in teaching and learning and ensuring that every pupil enjoys learning and is able to flourish. By working together we aim to both develop and share the best practice and provide challenge to all our pupils and staff. Our core values include trust and transparency and these values will be exemplified by our leaders at every level.

Redhill serves the town of Stourbridge with the current pupil numbers on roll being 1232. We have recently expanded our PAN to ensure we can meet the demand for places.

Stourbridge is on the edge of the West Midlands conurbation with easy access to Birmingham, the Black Country, North Worcestershire and the motorway network. It is an educationally rich area with successful primary and secondary schools and Sixth Form Colleges.

Redhill School is popular with parents, being oversubscribed each year, and achieves excellent GCSE results. The school's appeal is based in its strengths in core subjects, modern foreign languages and its strong tradition in other areas such as sport, music and drama.

The school has benefited from a number of developments in the last few years, with new build science, language and sports facilities, the latter in partnership with the Football Association, and a complete refresh of ICT equipment. In 2018 we were successful in two CIF bids and the school estate and facilities have been well managed and are of high quality.

Redhill School is a great place to come to work. We have a full induction programme for new staff, who meet together regularly both formally and informally. The culture of challenge and support is shared not only with our pupils but with staff as well. New staff will often be given a peer mentor to support them in their first year.

## **Safeguarding**

Redhill School is committed to safe working practices and safeguarding for children. Applicants will be required to complete pre-employment checks on suitability for working in a school. We also promote equal opportunities for all.

**To view Redhill School's Child Protection  
Policy please follow this link:**

**<https://www.redhill.dudley.sch.uk/policies>**

# Message from the CEO, Stour Vale Academy Trust

I would like to thank you for your interest in the post of a casual school cleaner at Redhill School.

Stour Vale is a truly cross-phase multi-academy trust and currently has seven member schools, namely: Newtown Primary School, Northfield Road Primary School, Oldbury Academy, Olive Hill Primary School, Redhill School, Ridgewood High School and The Earls High School. This is an exciting time as we continue to grow; a further primary school is due to join next academic year.

Our aim is to achieve the excellence in teaching and learning which enables all of our learners to succeed. This 'commitment to excellence' is underpinned by strong collaboration within and between schools, which in turn provides our staff with many opportunities to develop professionally and to contribute to the continuous development of all Stour Vale schools. All we do in our schools reflects the Trust vision and values and high expectations are fully matched by the level of support and encouragement that schools in the Trust provide one another. Nothing makes us happier than seeing all members of our Stour Vale community flourish.

All applicants for posts need to demonstrate that they share our values, are highly motivated to work with our stakeholders and colleagues, and continually develop their skills, in pursuit of personal and professional excellence.

If you are someone who enjoys challenge and is ready to play a vital part in the team who will create a successful future for all of the pupils in Stour Vale Academy Trust, we would welcome your application for the post.

## About Stour Vale Academy Trust

Our multi-academy trust was founded in 2017 and developed from collaboration between schools, the significant positive impact of which convinced three schools, two secondary and one primary, that together we would have much greater capacity to continuously improve. Over time, Stour Vale has steadily grown. We began as a cross-phase multi-academy trust and as we have grown, both secondary and primary schools have joined us. There are currently seven member schools, three primary and four secondary, which are located across Sandwell and Dudley.

As a successful family of schools, delivering high-quality education for the communities we serve, Stour Vale values its diversity. Each school brings their own distinct character, community, history and identity. We celebrate the uniqueness of member schools, recognising that there is a great deal to learn from education in different contexts. This is also the reason why we remain outward-looking, committed to learning from research and excellent practice across the education system.



We intend to continue to grow because we believe that over time growth will increase the collective capacity of our family of schools to continuously improve and to provide excellent education and care.

## **Values, Ethos and Approach**

Stour Vale Academy Trust holds children and young people at the heart of all that we do. We recognise that as a multi-academy trust we exist in order to advance education for the public good. Our mission, therefore, is to improve life opportunities for children and young people by both providing the best possible education and care to pupils in Stour Vale member schools and by having a positive impact across the wider education system. Our values are encapsulated in four words:

**Excellence** – We are committed to constantly pursuing excellence by continuously improving all aspects of our work as a trust. Excellence in teaching and learning, curriculum and character development is our primary focus. We believe that by enabling our pupils to make strong academic progress alongside widening their opportunities for personal development, they will grow their potential enjoying their education to the full and be equipped to go on to be happy and successful adults contributing positively to society. This commitment to excellence in classrooms will be achieved by realising our ambition to provide excellent professional learning for all colleagues, by developing leadership in every role.

**Integrity** – By always acting with integrity we will ensure that we continue to deploy our resources appropriately in order to provide the very best education and care for pupils. This approach will also enable us to recruit and retain the best staff who share our values. Combined with a real recognition of our responsibility to both support and challenge member schools and to have a positive impact on the wider educational system, acting with integrity will enable us to build trust amongst member schools and more widely with schools and trusts who work in partnership with us. This trust underpins the truly effective collaboration which has a positive impact on the lives of children and young people.

**Respect** – We are committed to treating everyone with respect and to promoting equality. Stour Vale member schools are safe and inclusive schools, committed to meeting the needs of individual pupils. We value and celebrate the diversity of member schools, pupils, colleagues and the communities we serve. Much like integrity, we recognise that respect is vital to building trust. We believe that developing pupils' character and their own commitment to treating others with respect must sit alongside the pursuit of academic excellence.

**Collaboration** – Stour Vale Academy Trust exists because we believe that effective collaboration has a positive impact on the life opportunities of children and young people. We believe that working collaboratively together we have much greater capacity to realise continuous improvement in all member schools. Therefore, we seek to actively promote positive, impactful collaboration, most often with school-based staff taking the lead.

We describe our shared approach to school improvement as 'secure autonomy'. Headteachers, with school leadership teams and staff, have autonomy to lead school improvement in their own schools, responsively and in collaboration with others within and beyond our trust. We believe that this approach enables us to grow, attract and retain excellent school leaders and to develop the most innovative and impactful school improvement strategies. We recognise that this autonomy must be secured within the structure of the multi-academy trust, and our model of challenge and support for impact, underpinned by our shared values, ensures sustained school improvement and a sharp focus on outcomes for pupils. This in turn realises our ambition that **Stour Vale** member schools are ***schools where learners flourish***.



# JOB DESCRIPTION

**Job Title: School Cleaner**

**Contract: Casual**

**Salary scale: £10.50 per hour**

**To work as and when required depending on the needs of the school**

**Responsible to: Cleaning Supervisor**

## **General Responsibilities**

A Cleaner is responsible to the Head Teacher and Board of Governors of the school for a wide range of cleaning duties and responsibilities which would normally include the follows:-

- Thoroughly cleaning areas to the required specification, using correct techniques and cleaning equipment.
- Safe removal of litter and waste to allocated disposal points, taking particular care with liquids, broken glass or other substances which may be unsafe to staff or pupils.
- Locking and unlocking windows and doors as directed.
- Undertaking training in use of methods, materials and equipment as instigated by your Supervisor.
- Working safely using correct warning signs and safety equipment, being mindful of hazards to staff and pupils. Compliance with Health & Safety practices of the School.
- Replenishing supplies of toiletries, plastic bags etc., as directed.
- Ensuring all containers of cleaning agents are correctly labelled before use and are used safely and in compliance with Manufacturers' written instructions and that all chemicals are securely and safely stored when not in use.
- Emptying vacuum cleaner and buffer/vac bags when full. Cleaning and checking all equipment used after use; checking cables for wear and tear and storing in a suitable safe area. Notifying Supervisor of any faults found.
- Ensuring mops, cloths etc., are washed and left to dry as appropriate at the end of each cleaning session.
- Reporting any defective electrical sockets, lighting, vandalism etc., immediately to Supervisor.
- Ensuring Supervisor is aware of low stock levels of materials and equipment for which you are responsible.
- Assist in keeping chemicals, materials and equipment storage areas in a clean and tidy condition.
- Covering on a rota for absent colleagues when required, which may involve some change in hours / time.
- Any other related duties as directed by your Supervisor.
- To participate in a Performance Review and Development meeting and undertake a plan of training where necessary. Develop his/her own skills and expertise in a professional manner.
- In addition to all of the responsibilities listed above, all employees must be flexible in their approach and undertake other duties that are commensurate with the post holder's level, whatever they may be, to achieve the objectives of Redhill School.

# PERSON SPECIFICATION

Criteria	Essential
Experience	<ul style="list-style-type: none"><li>• 3-6 months previous experience of cleaning in a professional/work environment</li><li>• Use of buffing and vacuuming equipment</li></ul>
Qualifications/ Training	<ul style="list-style-type: none"><li>• None—willing to undergo appropriate training</li></ul>
Practical Skills	<ul style="list-style-type: none"><li>• Ability to understand and comply with work instructions (written and verbal)</li><li>• Methodical approach to cleaning</li><li>• Ability to follow manufacturers' instructions with regard to cleaning chemical usage</li></ul>
Personal Qualities and Attributes	<ul style="list-style-type: none"><li>• Flexible</li><li>• Methodical</li><li>• Practical</li><li>• Capable of moderate physical activity, i.e. use of buffing and vacuuming equipment</li><li>• Able to apply Health and Safety Procedures</li><li>• Capable and willing to work on own initiative</li></ul>
Other Essential Requirements	<ul style="list-style-type: none"><li>• Able to deal with all types of cleaning which may involve dealing with excrement and vomit on occasion (suitable protective clothing will be supplied)</li></ul>



**REDHILL SCHOOL**  
**Junction Road**  
**Stourbridge**  
**West Midlands**  
**DY8 1JX**

**01384 816355**

**[www.redhill.dudley.sch.uk](http://www.redhill.dudley.sch.uk)**

**[www.svat.org.uk](http://www.svat.org.uk)**

**For an informal discussion please contact:**  
**Mr T Blewitt or Mrs T Hadlington**  
**([info@redhill.dudley.sch.uk](mailto:info@redhill.dudley.sch.uk))**

**Please send completed Application Forms to:**  
**Mrs S Williams, Redhill School, Junction Road, Stourbridge, DY8 1JX**  
**or [jobs@redhill.dudley.sch.uk](mailto:jobs@redhill.dudley.sch.uk)**

**Closing Date:**  
**Open Ended advert—there is no closing date, please apply as soon as possible.**  
**We reserve the right to withdraw the advert at any point.**  
**Interviews: To be advised**

**Only successful candidates will be contacted.**

**Please contact the Headteacher's PA, Mrs Joanne Endicott, to arrange a visit to the school.**

**Either call 01384 816355 or email [info@redhill.dudley.sch.uk](mailto:info@redhill.dudley.sch.uk)**  
**(please include a contact number).**