

# CANDIDATE PACK

Cleaner



Start date:  
September 2026

Location:  
Down Road  
Bexhill-on-Sea  
East Sussex  
TN39 4HS

Part of

# Our Mission

Passionate about potential, we promise to realise the unique talents and abilities of the children and young people entrusted to London South East Academies Trust.

Ambitious for every child, we will work tirelessly to ensure that progression and their 'next step' is always in reach. We recognise and respect the diversity and strength that our different schools bring to our community, within the school and beyond.

Our mission is to create a network of outstanding schools that:

- Promote excellence
- Celebrate diversity
- Enable personal development and achievement
- Foster social value in their communities





# Our Vision

Our vision is to create a future where every child, in every school, can flourish every day.

- Give all children an inspirational school offer
- Ensure the educational achievement of every child and young person entrusted to us.
- Have a relentless focus on accelerating learning
- Reward ambition and high aspirations through all of our schools
- Maximise the strength of our diversity
- In areas of social and economic deprivation we will improve the life chances of children and young people
- We will actively challenge social inequality
- Create a diverse network of high performing schools



“

The Trust's commitment to improving outcomes for some of the most vulnerable children in Surrey has been impressive and continues to make a significant difference enabling these boys to achieve and thrive.

”

*Maria Dawes - CEO, Schools Alliance for Excellence*

# Job Description

**Job Title: Cleaner**

**Salary: H13 to H15 on the LSEAT Harmonised pay scale**

**Contract Type: Permanent**

**Reporting To: Site Maintenance Lead**

East Sussex Skills Academy (ESSA) is seeking someone reliable, hardworking, and proud of delivering high standards. The ideal candidate recognises the importance of creating a clean and safe environment for staff, students and visitors to the school.

Be part of a supportive team and make a real difference every day.

London South East Academies Trust is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be subject to an Enhanced DBS check.

East Sussex Skills Academy, located in Bexhill, recently joined London South East Academies Trust. As an alternative provision, the school supports up to 94 pupils in Years 9-11 who are unable to access mainstream education.

ESSA offers a broad range of vocational pathways. Pupils receive high quality teaching in maths, English and science alongside expert professional tuition in Construction multi-trades, Hairdressing, Barbering & Beauty, Automotive, Hospitality & Catering, Sports & Fitness and Arts & Creativity.

We are committed to helping our young people to re-engage with learning and develop the skills they need for successful progression into further education, apprenticeships and employment.



# Job Description

## Main purpose of the job:

- To thoroughly clean areas of the school as directed by the Site Maintenance Lead. To recognise the importance of creating a clean and safe environment for staff, students and visitors to the school
- To operate cleaning machinery in accordance with instructions. To report any concerns or defects immediately to the Site Maintenance Lead
- To dilute and use cleaning materials as instructed and in accordance with COSHH
- To collect and remove waste/rubbish from work area to collection point as directed
- To clean and maintain cleaning equipment as instructed
- To observe and comply with relevant Health and Safety Policy and operating instructions
- To be able to clean to a high standard and have an eye for detail, the ability to work independently and as part of a team
- To comply with instructions relating to security and confidentiality
- To role model expected working behaviours and high levels of professional conduct at all times and in all settings; displaying high levels of expectation and aspiration for all pupils and supporting colleague and stakeholders to do the same through the modelling of workplace standards of being Prepared, Professional, Purposeful and Proficient
- To promote positive value and attitudes (including relating to equal opportunities); dealing promptly with conflicts and incidents in line with established policy and encourage pupils to take responsibility for their own behaviour within work simulated environments
- Undertake other duties as related to the work as and when required by the Headteacher and Trust



This job description sets out the duties of the post at the time it was drawn up. The post holder may be required from time to time to undertake other duties within the school as may be reasonable expected, without changing the general character of the duties or the level of responsibility entailed. This is a common occurrence and would not justify a reconsideration of the grading of the post.

All school-based staff have the responsibility for promoting the safeguarding and welfare of children. All school staff should be aware of the school's Child Protection and Safeguarding Policy and work in accordance with this document at all times.

This job description sets out the duties of the post at the time when it was drawn up. Such duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post



**LONDON  
SOUTH EAST  
ACADEMIES  
TRUST**

# General Requirements

*Safeguarding: Demonstrate a clear commitment to safeguarding and promoting the welfare of children and young people, adhering to all policies and statutory guidance, and reporting concerns promptly in line with our procedures.*

*Equity, Diversity and Inclusion: Promote an inclusive culture that values diversity, ensures equality of opportunity, and challenges discrimination in all its forms.*

*Health and Safety: Take reasonable care for your own health and safety and that of others, complying with all relevant policies, procedures and risk assessments.*

*STARS Values: Consistently model and promote our STARS values, contributing positively to our culture and reputation.*

*Sustainability: Support our commitment to environmental sustainability through responsible use of resources and sustainable working practices.*

# What we offer

- Friendly, enthusiastic, delightful pupils and students who teach us something new every day
- A committed and caring staff team who support and develop each other
- A proactive and supportive SLT who are actively mindful of workload
- A collaborative approach to planning and problem-solving
- A comprehensive induction and an ongoing extensive CPD programme
- Opportunities to develop your skills and talents
- Small class sizes with high staff/pupil ratio
- Free parking on site
- Advantages of belonging to a multi-academy trust, e.g. discounts on gym and wellbeing services, access to free and confidential Occupational Health and Employee Assistance Programmes
- Excellent Pension Schemes - Including employer contributions to the Teachers' Pension Scheme, Local Government Pension Scheme, or Nest.
- Professional Development - Access to high-quality training, leadership development, and career progression opportunities
- Employee Assistance Programme - Providing free, confidential support.
- Travel Support - annual season ticket loan and cycle-to-work scheme.
- Well-being and Lifestyle Benefits - including access to gym discounts, discounts in our in-house college restaurant, and reduced-price hair and beauty treatments.
- Free Onsite Parking - available at our schools.
- Free mortgage and financial advice - Get 15% off wills with Radnew and Mortgages.

# Our Values

## **SUCCESS**

Success is for all. We create a culture of continuous improvement, encouraging all learners and staff to strive to be better, and succeed.

## **TEAMWORK**

We work together to maximise the talent and abilities of all, with our learners central to every choice we make.

## **ACHIEVEMENT**

We have ambition for our learners and staff so that they can achieve and exceed with courage, resilience and determination, realising their own unique potential

## **RESPECT**

We empower our learners and our staff to be respectful, to value diversity and to maximise this as a talent and strength.

## **SERVICE**

Our purpose is to serve our learners and our communities. Leaders at every level serve with integrity, ensuring our learners achieve and progress in society.

Attributes	Essentials	Desirable	Evidence
<b>Key Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Ability to work effectively and supportively as a member of the school team</li> <li>• Ability to work in an organised and methodical manner</li> <li>• Ability to act on own initiative, dealing with any unexpected problems that arise</li> <li>• Ability to demonstrate commitment to Equal Opportunities</li> </ul>		<ul style="list-style-type: none"> <li>• Application / interview</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Some knowledge of Health &amp; Safety Regulations relates to the operation of cleaning equipment and the dilution of cleaning materials.</li> </ul>		<ul style="list-style-type: none"> <li>• Application / interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of undertaking a range of cleaning duties</li> </ul>		<ul style="list-style-type: none"> <li>• Application / interview</li> </ul>

Attributes	Essentials	Desirable	Evidence
<p><b>Personal Attributes</b></p>	<ul style="list-style-type: none"> <li>• Willingness to clean any area of the school as requested by the Site Maintenance Lead or Principal</li> <li>• Willingness to participate in further training and development opportunities offered</li> <li>• Willingness to maintain confidentiality on all school matters</li> <li>• Professional demeanor</li> </ul>		<ul style="list-style-type: none"> <li>• Application / interview</li> </ul>

# How to apply

If you wish to discover more about this exciting opportunity, request a copy of this candidate pack or an application form, please view our vacancies page [here](#).

Part of

