



North Worcester  
Primary Academy

School Cleaner (temporary)

# Application Pack

An extraordinary education for every pupil



# Welcome

North Worcester Primary Academy and pre-school is an impressive free school which is part of the highly regarded Rivers C of E Academy Trust, specialists in early years and primary provision.

We have high expectations of teaching and learning whilst also being mindful that our parents want more than just academic achievement. We offer an exciting and varied curriculum designed to challenge all abilities and give our pupils the right tools to prepare them for the next stage of their life.

We offer a large, vibrant learning space with extensive grounds including two forest schools and a large playground with an all-weather astro sports field, alongside state-of-the-art facilities, including whole class sets of i-Pads and a specialist design-technology classroom.

## Overview

North Worcester Primary Academy is situated within walking and cycling distance of Perdiswell, Northwick, Claines and Fernhill Heath. We currently have over 360 pupils from age 3 years in our pre-school, up to Year 5. We are a new school and in our final year of our 'growth' phase, welcoming Year 6 in September 2025.

### **Ethos**

Since opening in 2019, we have developed an excellent learning environment. Our enthusiastic staff work hard to create a safe and inclusive school where children feel happy and are excited to learn.

### **Performance**

Our latest Ofsted judgment: Good in all areas (February 2024)

We are proud that our staff enjoy working at North Worcester Primary and this was acknowledged by Ofsted: "Staff are overwhelmingly positive about working at North Worcester Primary. They feel supported and valued."



# About Us

The Rivers C of E Academy Trust is a multi-academy school trust, specialists in early years and primary provision, serving over 5250 pupils across three local authorities: Worcestershire, Dudley and Sandwell.

Established in 2014, The Rivers C of E Academy Trust now comprises of a respected teaching alliance, sixteen 'Good' and 'Outstanding' primary, first, and nursery settings and an alternative provision. We are a connected learning community with a shared aim to create **'an extraordinary education for every pupil'**.

We are a community of schools with a 'Christian ethos', welcoming families from all faiths and no faiths, but together we are guided by our shared mission, vision and values.

## Our Mission

- Extraordinary Education
- Extraordinary People
- Extraordinary Futures

## Our Vision

Through an **extraordinary education**, we empower pupils to be life-long learners and see their limitless potential. Respectful relationships and an unwavering focus on discovering talents and interests enable pupils to flourish and be **extraordinary people**. Together, we spark aspiration and drive achievement, so that pupils contribute positively to society and to their **extraordinary futures** in an ever-changing world.

## Our STARS Values



**Sharing**



**Trust**



**Achievement**



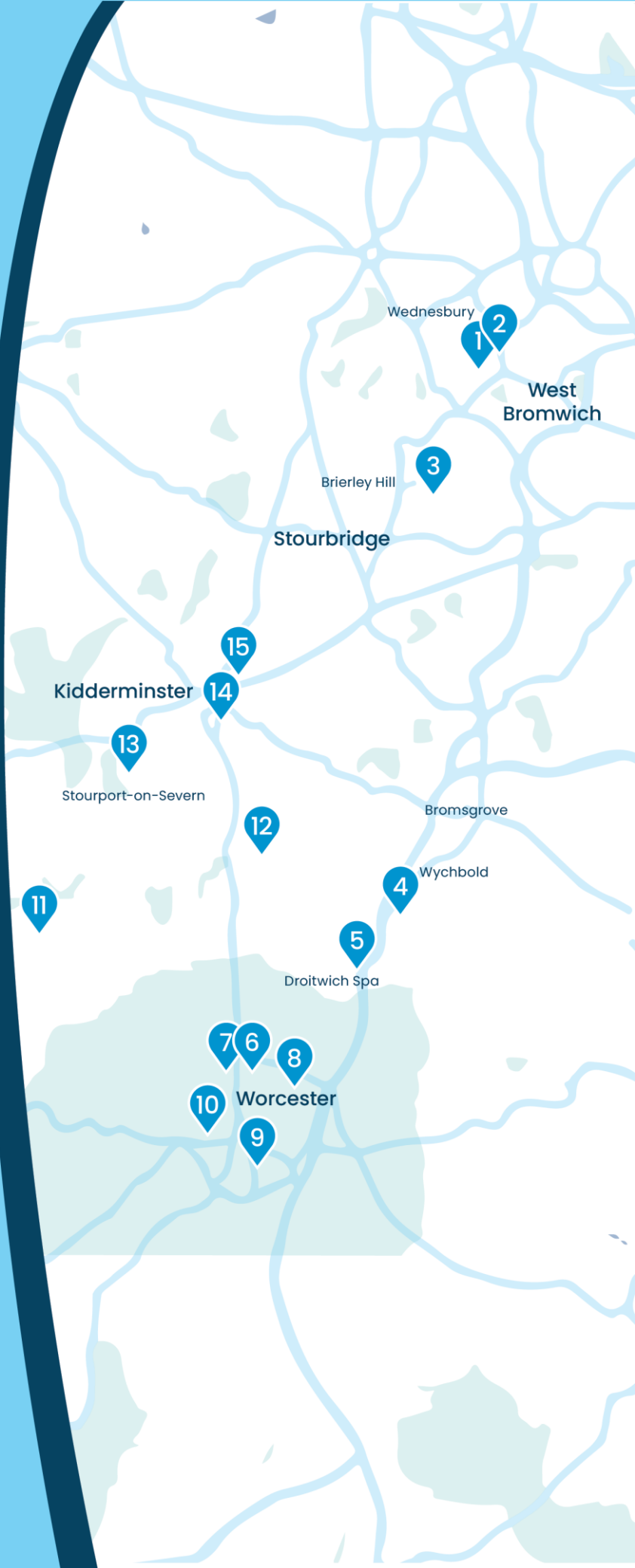
**Respect**



**Safety**

# Our Schools

- 1 Summerhill Primary Academy Summerhill's Little Treasures
- 2 Jubilee Park Academy
- 3 Dudley Wood Primary School
- 4 Wychbold First and Nursery School
- 5 St Peter's Droitwich CofE Academy
- 6 North Worcester Primary Academy
- 7 Northwick Manor Primary School
- 8 Cranham Primary School
- 9 Cherry Orchard Primary School
- 10 St Clement's CofE Primary School and Pre-School
- 11 Great Witley CE Primary School
- 12 Cutnall Green CofE Primary School
- 13 Burlish Park Primary School
- 14 Heronswood Primary School
- 15 Unity Academy



# Staff Benefits

We believe that collaboration and staff wellbeing are at the heart of our success.

Supported by our trust, we offer a range of benefits to enhance our work environment and support the professional and personal growth of our staff, including work-life balance.

## Education Mutual

Staff can access a comprehensive range of healthcare services through Education Mutual, including mental health support, 24/7 GP Healthline, physiotherapy, stress management resources, and occupational health services.

Find out more about Healthcare and Wellbeing Services here:

[www.educationmutual.co.uk/service/healthcare-and-wellbeing/](http://www.educationmutual.co.uk/service/healthcare-and-wellbeing/)

## Local Government Pension Scheme (LGPS)

The Local Government Pension Scheme (LGPS) is a defined benefit plan, meaning your pension is calculated based on your salary and length of service and adjusted for inflation. This ensures a secure and guaranteed income in retirement, unaffected by investment performance.

Find out more about LGPS here:

[www.lgpsmember.org/](http://www.lgpsmember.org/)

## Other staff benefits include:

- Competitive salary
- Six INSET days per year
- Protected CPL time
- Continued professional development pathway for every role
- No work communication outside working hours
- Excellent holiday entitlement for support staff: Bank holidays plus 25 days paid holiday (pro rata)
- 5 days extra paid holiday after 5 years' service (pro rata)
- Time for You' day
- Family-friendly policies including flexible working, occupational maternity and paternity pay
- Reasonable release time for significant personal events
- Length of service awards
- Resources for retirement and financial planning
- Cycle-to-work scheme
- Free tea, coffee and milk



# About the Role

|                       |                                                                                                                                                                                                                                                                                                                                                         |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Job Title:</b>     | School Cleaner                                                                                                                                                                                                                                                                                                                                          |
| <b>Salary:</b>        | Scale 1 point 3; £8,653 per annum.                                                                                                                                                                                                                                                                                                                      |
| <b>Contract Type:</b> | Fixed term (absence cover), 12.5 hours a week over 5 days, Monday – Friday. Hours are 2.30pm – 5pm. Full year position (both term time and school holidays).                                                                                                                                                                                            |
| <b>Reporting To:</b>  | The Headteacher & Office Manager                                                                                                                                                                                                                                                                                                                        |
| <b>Start Date</b>     | September 2026                                                                                                                                                                                                                                                                                                                                          |
| <b>About:</b>         | <p>We have an opportunity for an excellent, experienced cleaner to join our team on a temporary basis.</p> <p>We are proud of our school and our cleaning team are instrumental in keeping it clean and safe.</p> <p>If you are looking to join a friendly and professional team, please make an application. Training can be provided if required.</p> |

# Job Description

## **Key Purpose:**

To provide a clean and pleasant environment in order to facilitate the effective use of the school by those staff and pupils who occupy it. To help maintain the fabric of the school buildings. To maintain cleanliness in order to prevent any health risks from occurring.

## **Main Activities:**

Ensure cleaning of specified areas of the school to the required standard

Complete the allocated tasks within the allocated time frame. If the task is completed before the end of the allocated time, to report to the Office Manager/ Headteacher for further instructions.

Ensure the security of the school during and after cleaning

Adhere to Health & Safety and COSHH guidelines

Washing floors, surfaces, fixtures and fittings and walls up to a specified height

Cleaning Toilets and shower areas

Cleaning inside windows up to a specified height

Sweeping and vacuuming floors

Polishing and dusting surfaces and furniture

Empty bins and remove rubbish from the premises

To use powered cleaning equipment as directed

Report any damage to school property or other relevant matters to the Head Teacher

Undertake relevant seasonal work

Other tasks as directed by the Head Teacher

Ten days' notice is to be given for any planned absence – to be authorised by the Head Teacher

Medical appointments are to be arranged outside working hours if possible

Perform any reasonable duties as requested by the Head Teacher.

*The School reserves the right to alter the content of this Job Description, after consultation, to reflect changes to the job or services provided, without altering the general character or level of responsibility. The duties described in this Job Description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the School's Equal Opportunities Policy and Code of Conduct.*

# Person Specification

| Criteria                      | Essential                                                                                                                                                                                                                                                                                                                                            | Desirable                                                                           |
|-------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| Qualifications and experience | <ul style="list-style-type: none"><li>• Interest, ability and relevant experience in cleaning</li><li>• Evidence of reliability and the ability to work on one’s own initiative as well as working within a team environment</li></ul>                                                                                                               | <ul style="list-style-type: none"><li>• Experience of working in a school</li></ul> |
| Skills and knowledge          | <ul style="list-style-type: none"><li>• Excellent communication and interpersonal skills</li><li>• Ability to be attentive to detail, work to high levels of competence and adhere to strict deadlines</li><li>• Ability to understand and carry out verbal and written instructions</li><li>• Ability to work flexibly as the need arises</li></ul> |                                                                                     |
| Personal Qualities            | <ul style="list-style-type: none"><li>• Commitment to achieving high standards</li><li>• Enthusiasm and a positive outlook</li><li>• Excellent attendance and punctuality</li><li>• Responsible, honest and reliable</li><li>• Good personal organisation</li><li>• Tidy and Clean appearance</li><li>• Calm under pressure</li></ul>                |                                                                                     |

# How to Apply

Application forms are available to download here: [North Worcester Primary Academy – Vacancies](#)

Please email completed application forms to [northworchesterprimary@riverscofe.co.uk](mailto:northworchesterprimary@riverscofe.co.uk) by 20<sup>th</sup> October 2026.

Interviews will be 25<sup>th</sup> October 2026.

We are committed to safeguarding and promoting the well-being of children and expect everyone to share this commitment. The successful applicant will undergo a full enhanced DBS check.



**The Rivers**  
C.of E. Academy Trust

# Get in Touch

## **North Worcester Primary Academy**

John Comyn Drive, Worcester WR3 7NS

T: 01905 953850

E: [northworcesterprimary@riverscofe.co.uk](mailto:northworcesterprimary@riverscofe.co.uk)

W: [North Worcester Primary Academy - Home](#)

## **The Rivers C of E Academy Trust**

School Lane, Cutnall Green, Droitwich, WR9 0PH

T: 01299 851178

E: [info@riverscofe.co.uk](mailto:info@riverscofe.co.uk)

W: [www.riverscofe.co.uk/](http://www.riverscofe.co.uk/)