



ST EDMUND'S COLLEGE  
& PREP SCHOOL

# A CAREER AT ST EDMUND'S COLLEGE

**Part-time Domestic Assistant / Cleaner (Maternity Cover)**



**Closing Date for Applications: As soon as possible**

**Interviews to take place: On a mutually agreeable date**

Suitable candidates may be interviewed when applications are received and we reserve the right to withdraw the position if an early appointment is made.

St Edmund's College, Old Hall Green, Ware, Hertfordshire, SG11 1DS  
Telephone: 01920824335 Email: [hr@stedmundscollege.org](mailto:hr@stedmundscollege.org)  
[www.stedmundscollege.org](http://www.stedmundscollege.org)

**Education for the whole person: Intellectual, physical, emotional and spiritual**





## ST EDMUND'S COLLEGE & PREP SCHOOL

Dear Colleague,

Thank you for expressing an interest in a position at St Edmund's College.

I hope that this brochure will give you a sense of what we are looking for, as well as a flavour of this wonderful school.

Half an hour from London, yet nestled in 450 acres of breathtakingly beautiful Hertfordshire countryside, St Edmund's is a lovely place to live and work. Founded in 1568, as a seminary, then a boys' school, it is the oldest continuously operating and oldest post-Reformation Catholic school in the country, yet we are a modern, forward-thinking, imaginative and lively school. We are proud of our academic standing, but grades are not our sole focus. At St Edmund's the spiritual, academic, pastoral and co-curricular are of equal value. These four elements combine to create an education that is second to none.

The true measure of our success is found in the qualities of the young people we send out in the world: excellent but never arrogant; ambitious but never selfish; robust but never uncaring and faith-filled but never intolerant.

We are a close-knit community which looks after its staff. People enjoy working here, and your dedication and loyalty will be matched by a competitive salary and generous benefits, commensurate with your experience and the seniority of the post.

If you would like to discuss the post informally at any stage, please feel free to get in touch. In the meantime, we very much look forward to receiving your application.

With all best wishes,  
Yours faithfully,



Matthew Mostyn,  
Headmaster



## Our Community



The College has an incredible sense of community among its staff which can be felt immediately. The fascination of our setting is lasting and the Good Schools Guide describes the College as: "A successful, flourishing, dependable school with real spiritual heart."

Our 400 acre site with its large leafy grounds, impressive playing fields and attractive school buildings offers modern facilities in a country setting, providing a safe and stimulating environment for young minds. With excellent transport links and only 30 minutes by train to central London stations, the College is 20 minutes' drive from junction 25 of the M25, immediately off the A10. Also within easy access is London Stansted airport, which is a 20-minute drive.

At St Edmund's we strive to:

- Provide a rounded education for the whole person – intellectual, physical, emotional and spiritual.
- Encourage students to demonstrate care and concern at home and in the wider community.
- Reflect the scholarship of St Edmund with a balanced and challenging curriculum for each individual.
- Show concern for all within the College community, demonstrate our collective commitment to be truly Christ-centred in all we do, and ensure that the students' experience of relationships within the College reflects the Gospel maxim, "Love thy neighbour as thy self".
- Build on our enriching Catholic heritage, making prayer, worship and liturgy a central part of our lives and our community.
- Create meaningful interaction between the College, home and the wider community and prepare our students to make their way in the world while making a difference to the world.

The ISI regulatory compliance inspection in November 2019 recorded that all eight parts of the standards were met.

Rooted in Christ and Catholic tradition and under the guidance of our patron, St Edmund, we aim to realise the God-given potential, in body, mind and spirit, of all members of our community through service and leadership.



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## Our History



Founded in 1568, St Edmund's College is the oldest Catholic school in England, offering an all round co-education for students from 3 to 18. Our community values both academic excellence and the achievement of one's personal best, right through from our Prep school, to Sixth Form and beyond.

We are proud of our academic achievements at GCSE and A Level. Originally located in Douai, France as a seminary to train priests, the College also became a Catholic school for boys. During the French Revolution, it transferred to England and found its present home on the beautiful site of Old Hall Green in 1793.

In 1874 the junior boys were separated from the rest of the College into St Hugh's Preparatory School, which became St Edmund's Prep in 2010, and in 1974 girls from the adjacent Poles Convent were admitted to Rhetoric as the first stage towards co-education, which was accomplished by the closure of Poles in 1986.



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## Five Year Strategic Plan



The Governors' and Headmaster's aim is to raise our standards even further, with continued investment in staff, buildings and resources, and they have developed a Five Year Strategic Plan, which is inspired by the College's Five Mission Aims:

- Christ Centred Education
- Scholarship of St Edmund
- Education of the Whole Person
- Home and the Wider Community
- Catholic Heritage



## What advantages do our staff enjoy?



There are many advantages enjoyed by most independent schools and their staff: a disciplined environment, the opportunity for teachers to express their passion for their subjects, good resources, smaller class sizes and greater professional freedom for all members of our staff community. Relationships between students and staff, both teaching and non-teaching, are extremely strong.

We hold professional development to be of the utmost importance, and have a generous training budget for that purpose, as well as an established appraisal system.

The College offers the following benefits:

- Excellent catering facilities including school lunches during term time when the kitchens are open, cakes and biscuits during break times in the staff common room and hot drinks machines.
- Use of the College sports facilities when not in use by students, including the gym.
- For children of staff:
  - Discretionary discount on College Fees, subject to completion of the admissions process.
  - After school club and breakfast club charged at cost.
  - Parties for children of staff including at Easter and Christmas.
- Free parking.
- Cycle to Work Scheme.
- Access to free counselling and health advice helplines.
- Death in Service policy membership and salary exchange scheme.
- Discretionary closure of the College between Christmas and New Year (in addition to annual leave).
- 25 days' annual leave (FTE), plus public holidays.
- Flexibility regarding start and finish times, for example 8:30 to 16:30; 9:00 to 17:00.
- The opportunity to join in the delivery of co-curricular to our students, by negotiation.
- Lieu time is accrued when working beyond contractual hours. These hours can be taken off throughout the year, in addition to annual leave.
- Pension: Employee contribution 4% College contribution 8.5%.



| A Career at St Edmund's College                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| Part-time Domestic Assistant / Cleaner (Maternity Cover) |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Job Description                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Reporting to:                                            | Domestic Services Manager                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Probationary Period:                                     | 6 Months                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Hours:                                                   | Monday to Friday, 5.30am to 10.00am (with some flexibility)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| summary of the Role:                                     | This position is for a part time Domestic Assistant to cover a period of maternity cover, working inside and outside of term times. A certain amount of flexibility is required; given the nature of St Edmund's College. You will provide a service to the students, and staff as well as organisations that use the premises. Therefore, each individual is expected to be part of a team.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Main duties and responsibilities:                        | <ul style="list-style-type: none"> <li>• Daily cleaning, including of priority areas, such as washrooms/shower rooms/toilets, urinals, wash hand basins and all surfaces in the vicinity;</li> <li>• Daily restocking, as needed, with, for example, soap and toilet tissue;</li> <li>• Daily removal of rubbish;</li> <li>• Daily cleaning of any kitchen area that falls within your designated area;</li> <li>• Daily cleaning of classrooms, which may include specialist classrooms, such as laboratories/HE/Art/Ceramics/DT;</li> <li>• Daily inspection for damage in your designated area and giving notification of such to your line manager at the earliest opportunity;</li> <li>• Routine cleaning of all pupil and designated staff accommodation within your area, ensuring that all areas are checked and cleaned daily, and rooms are fully cleaned at least twice a week, including staircases, corridors and common rooms; Bed-linen change in line with the process;</li> <li>• Responding to periodic reasonable requests from your line manager such as cleaning outside of your designated areas and covering for absentees as required;</li> <li>• Carrying out deep-cleaning tasks as required by the College and in particular during student holiday times;</li> <li>• Following specific written and verbal instructions with regard to use of cleaning materials in line with COSHH regulations;</li> <li>• Undertaking any reasonable requests, tasks or duties which are required, including working some evenings and weekends; other duties of an appropriate level and nature as and when requested.</li> <li>• To work safely and operate within health &amp; safety regulations at all times whilst complying with manual handling guidance.</li> <li>• To provide cover for areas other than your own, upon request.</li> </ul> |
| Safeguarding Responsibilities:                           | <ul style="list-style-type: none"> <li>• Whilst not in a teaching role, as a Domestic Assistant you will be working on a regular basis in a school in a role which gives opportunity for contact with children. As such, you will be in regulated activity and an enhanced DBS check</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

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|       | <p>(which includes children's barred list information) will be required in advance of appointment.</p> <ul style="list-style-type: none"> <li>Safeguarding and promoting the welfare of children is everyone's responsibility. As with all College staff members, you will therefore be responsible for providing a safe environment in which children can learn.</li> </ul> |
| Other | <ul style="list-style-type: none"> <li>Undertake other duties of an appropriate level and nature as and when requested by the Headmaster, Bursar and any other member of the core SLT.</li> </ul>                                                                                                                                                                            |
|       | <p>St Edmund's College and Prep<br/>Old Hall Green, Ware,<br/>Hertfordshire,<br/>SG11 1DS<br/>Telephone: 01920 824335<br/>Email: <a href="mailto:hr@stedmundscollege.org">hr@stedmundscollege.org</a></p>                                                                                                                                                                    |

The College is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Candidates will be required to undergo relevant Safeguarding Checks.

We may seek references on short-listed candidates that will include questions about past disciplinary actions or allegations in relation to behaviour with children and may approach previous employers for information to verify particular experience or qualifications before interview.

This role is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.



## A Career at St Edmund's College

### Part-time Domestic Assistant / Cleaner (Maternity Cover)

#### Person Specification

|                    | Essential | Desirable                                                                                                                                                                                                  | Method of assessment                                                                                                |
|--------------------|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| Qualifications     |           | <ul style="list-style-type: none"> <li>• Basic Certificate in Health and Safety in the Workplace.</li> <li>• Basic certificate in COSHH (<i>Control of Substances Hazardous to Health</i>).</li> </ul>     | Production of the Applicant's certificates<br>Discussion at interview<br>Independent verification of qualifications |
| Experience         |           | <ul style="list-style-type: none"> <li>• Previously worked in a school environment.</li> <li>• Experience of the post applied for.</li> <li>• Demonstrable experience of working within a team.</li> </ul> | Contents of the application form<br>Interview<br>Professional references                                            |
| Skills & Knowledge |           | <ul style="list-style-type: none"> <li>• Basic knowledge of health and safety within a workplace.</li> <li>• Basic knowledge of COSHH (<i>Control of Substances Hazardous to Health</i>).</li> </ul>       | Contents of the application form<br>Interview<br>Professional references                                            |

|                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  |                                                                                         |
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| <b>Personal competencies qualities, attitude and behaviours</b> | <ul style="list-style-type: none"> <li>• To be a hard-working and a flexible team player.</li> <li>• To be highly customer service focussed.</li> <li>• To be able to work on own initiative and have high standards of cleaning.</li> <li>• To be able to communicate effectively with colleagues and the public.</li> <li>• To be able to accept instruction and guidance.</li> <li>• To be able to work and remain calm when dealing with several competing deadlines.</li> <li>• Friendly, personable, willing and helpful, good sense of humour.</li> <li>• Ability to work with a good degree of flexibility, to provide cover for other staff as required and to work, occasionally, evenings and weekends.</li> <li>• Current UK work permit.</li> <li>• Current enhanced DBS check will be obligatory if successful.</li> </ul> |  | <p>Contents of the application form</p> <p>Interview</p> <p>Professional references</p> |
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