



Northern  
Lights

LEARNING TRUST





# Northern Lights



We are a Multi-Academy Trust currently comprising ten schools – primary and secondary – and over 4,200 children and young people in an area stretching from Teesside through to Wearside.



We are a Teaching School Hub, one of 87 DfE centres of excellence for teacher training and development, focused on some of the best schools and multi-academy trusts in the country.



We are an Early Years Stronger Practice Hub, set up by the DfE to provide advice, share good practice and offer evidence-based professional development for early years practitioners.

## OUR SCHOOLS



**Benedict Biscop CE Academy**  
Sunderland



**Dame Dorothy Primary School**  
Sunderland



**Grange Primary School**  
Hartlepool



**Hart Primary School**  
Hartlepool



**Holley Park Academy**  
Washington, Sunderland



**Ian Ramsey CE Academy**  
Stockton-on-Tees



**St Aidan's CE Academy**  
Darlington



**St. Helen's Primary School**  
Hartlepool



**St. Peter's Elwick CE Primary School,**  
Hartlepool



**Venerable Bede CE Academy**  
Sunderland

Every Northern Lights school has its own values and its own vision and that's really important to us because all of our schools are there to serve our community but equally, our Trust is there to serve each other.

We do that with humility and with an openness because at Northern Lights it's not all about the academic – that is really important to us – but we know, as a Trust, we are successful if we have ensured that in an holistic way our children and young people have had every opportunity to experience, to flourish, to thrive, to understand the wonder and the joy of the world around them.

– Jo Heaton OBE, Chief Executive, Northern Lights Learning Trust



## Welcome from the CEO

Thank you for your interest in the position of Cleaner within Northern Lights Learning Trust.

We are a growing Multi-Academy Trust that is currently made up of 3 secondaries and 7 primaries across Wearside and Teesside, with our central offices based in Seaham. We educate over 4200 pupils and employ over 600 members of staff and serve a diverse range of schools and communities. Each of our schools have their own individual ethos, values and vision, which sit together as part of our Northern Lights vision of 'Shining Together and Stronger Together'. As a CofE MAT, our schools are a mixture of Church and non-Church schools that range in size and levels of disadvantage. We see this diversity as a real strength to learn from and work with each other.

As a Multi-Academy Trust we are at the heart of the current educational landscape, as a designated DfE Centre of Excellence as a Teaching School Hub and DfE Early Years Hub, responsible for teacher development across all ages and phases of education, working with over 300 schools. We are collaborative in our approach and value professional development highly in all we do.

We are looking for someone whose values align with us as a Trust and has the drive and ambition to work collaboratively to provide the best opportunities and outcomes for our young people.

We look forward to receiving your application.

Yours faithfully

Jo Heaton  
Chief Executive Officer

## Welcome from the Headteacher

Thank you for your interest in joining the team at Dame Dorothy Primary School!

Dame Dorothy Primary School is a vibrant and caring setting. We are passionate about providing high quality education and are always exploring new ways to make learning exciting and impactful for our pupils.

We are part of the Northern Lights Learning Trust who are a dynamic and expanding trust, we provide numerous opportunities for collaboration, professional growth, and the chance to work across different educational phases.

We are looking for enthusiastic individuals who share our values and are eager to make a positive difference in the lives of young people. If you are innovative, dedicated, and committed to creating an exceptional learning environment for children, we would love to hear from you.

At Dame Dorothy we place the children in our care at the heart of all we do. We expect all adults who work in our setting to follow our ethos and values.

Please find attached more details about the vacancy. If you would like to discuss the role further or arrange a visit to our school, please do not hesitate to get in touch.

**Iain Williamson**  
**Headteacher**

# CLEANER

Permanent position required as soon as possible  
Dame Dorothy Primary School  
£24,413 FTE  
10.5 hours per week; Monday to Friday 4pm - 6pm  
Term time only

Dame Dorothy Primary are looking for a cleaner to work as part of our existing housekeeping team. The suitable candidate should be enthusiastic, organised and welcoming. The role entails creating a hygienic and safe environment for all staff and pupils. You will work closely with the cleaning team and under the supervision of the Business Manager. Experience of working in a school environment is advantageous however not essential for this role.

Do you have:

- Experience of working in a cleaning role
- Excellent communication skills
- A positive attitude, flexibility and adaptability
- High expectations
- Work well as part of a team

If so, we would really welcome your application

**In return you will receive:**

- A supportive working environment that puts people at the heart of the organisation
- The opportunity to work as part of a growing Trust and shape this role
- Continuous professional development
- A range of Trust initiatives that improve wellbeing. Current initiatives include an annual wellbeing day.
- National Terms and Conditions of Employment
- Teachers' Pension Scheme/ Local Government Pension Scheme

**Employee welfare and benefits package including:**

- 24-hour GP access
- Nurse support service
- Mental health services, including stress management, mental health first aid training and bereavement support
- Free Flu vaccinations
- Counselling Services
- Physiotherapy
- Financial wellbeing coaching
- Maternity and Paternity support
- Menopause support
- Access to useful wellbeing resources
- Cycle to work scheme
- Lifestyle savings including discounts on shops, food and drink and days out



## **CLOSING DATE:**

**Applications must be received by: 1<sup>st</sup> October 2025**

**Shortlisting will take place on: 2<sup>nd</sup> October 2025**

**Interviews will take place on: 3<sup>rd</sup> October 2025**

## **HOW TO APPLY:**

Applications should be submitted via email to [ddjobs@nllt.co.uk](mailto:ddjobs@nllt.co.uk) or if you prefer you can submit through post to Dame Dorothy Primary School, Dock Street, Sunderland, SR6 0EA, alternatively they can be handed to the school office.

Applications will only be considered on receipt of an application form, CV's and other forms of application will not be accepted. For further information, or if you would like to arrange a visit to the school, please contact [ddjobs@nllt.co.uk](mailto:ddjobs@nllt.co.uk)

Details of the school can be found on the school website:  
<https://www.damedorothy.org.uk/>

## JOB DESCRIPTION

Post: Cleaner

Responsible to: Business Manager

Responsible for: Keeping the school clean and safe.

Salary band: NJC SCP 2

Start date: As soon as possible

### **Purpose of Job**

Under the direct instruction of the Business Manager and working to set procedures and guidelines, to ensure that designated areas of the school are kept clean, hygienic and safe to create a suitable environment for staff and pupils.

### **TASKS:**

#### **RESPONSIBILITIES:**

- Wiping down surfaces to the required standards
- Vacuuming carpeted areas to the required standards
- Dusting surfaces to the required standards
- Sweeping hard surfaces to the required standards
- Emptying bins to the required standards
- Cleaning toilets, basins and sinks to the required standards
- Mop and bucket floor areas, and buff floors
- Closing of the school alongside the housekeeping team

#### **MATERIALS/SUPPLIES:**

- Report to the school office if supplies are running low
- Ensure correct materials are used, awareness of COSHH as it applies to schools

#### **HEALTH & SAFETY:**

- Follow agreed risk assessments
- Ensuring cleaning materials are safely stored, and are not accessible to children
- Ensuring that cleaning materials are kept in safe and appropriate containers (i.e. clearly labelled)
- Alerting appropriate staff of potential Health & Safety risks encountered during duties (e.g. trailing wires, worn carpet etc.)

#### **OTHER:**

- Participate in training and other learning activities as required
- Show a duty of care and take appropriate action to comply with Health & Safety requirements at all times
- Demonstrate and promote commitment to Equal Opportunities and to the elimination of behaviour and practices that could be discriminatory
- Safeguarding
- Undertake First Aid duty as required to support the Academy. Undertake regular First Aid training as required
- Any other tasks reasonably assigned by the Head Teacher or Business Manager



## PERSON SPECIFICATION - CLEANER

CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>APPLICATION FORM</b>	<ol style="list-style-type: none"> <li>Well-presented and complete application form</li> </ol>		Application
<b>QUALIFICATIONS</b>	<ol style="list-style-type: none"> <li>Basic skills/induction</li> <li>Willingness to participate in relevant training and development opportunities.</li> <li>Awareness of PPE</li> <li>Hold or be willing to undertake a certificate in First Aid</li> </ol>	<ol style="list-style-type: none"> <li>COSHH training</li> <li>Health &amp; Safety training</li> <li>Child Protection training</li> <li>The Support Work in Schools VQ (SWIS)</li> <li>NVQ Level 1 in Cleaning</li> </ol>	Application
<b>EXPERIENCE</b>	<ol style="list-style-type: none"> <li>Previous cleaning experience</li> <li>Experience of working as part of a team</li> </ol>	<ol style="list-style-type: none"> <li>Experience of working in an Academy environment</li> </ol>	Application Interview References
<b>SKILLS AND KNOWLEDGE</b>	<ol style="list-style-type: none"> <li>Ensure all areas are always cleaned and maintained to the highest standards at all times.</li> <li>Maintain compliance with Health &amp; Safety standards at all times.</li> <li>Ensure equipment is cleaned, maintained and stored correctly</li> </ol>	<ol style="list-style-type: none"> <li>Knowledge of Child Protection, Equal Opportunities and recognising the nature of the diverse Academy community</li> <li>Ability to use heavy</li> </ol>	Application Interview

	<ol style="list-style-type: none"> <li>Have a flexible attitude to work</li> <li>Work independently and use initiative, while being part of a team</li> <li>Work effectively within a team environment</li> <li>Build effective working relationships with colleagues</li> <li>Promote a positive ethos</li> <li>Maintain high standards of cleanliness</li> </ol>	<p>cleaning equipment e.g. large ride on cleaning machine, buffer, scrubber</p>	
<b>PERSONAL QUALITIES</b>	<ol style="list-style-type: none"> <li>Good timekeeping</li> <li>High standards and expectations</li> <li>Friendly, approachable and professional manner</li> <li>To be reliable and responsible with a flexible approach to work</li> <li>Good attention to detail</li> </ol>		<p>Application Interview References</p>
<b>OTHER</b>	<ol style="list-style-type: none"> <li>Recommendations from both referees</li> <li>Fully enhanced DBS clearance with Children's barred list check</li> </ol>		<p>References DBS certificate</p>

**References:**

References will be requested prior to interview, unless there are exceptional circumstances, and the applicant does not give consent to do so on the application form. Please contact us to discuss further if you do not consent.

**DBS:**

Northern Lights Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences, or other matters relevant to the position will be considered on a case-by-case basis.

**Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.****Safeguarding:**

Northern Lights Learning Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children. To fulfil this responsibility effectively, all professionals should make sure their approach is child centred. This means that they should consider, at all times, what is in the best interests of the child.

**Pre-employment occupational health:**

Pre-employment occupational health checks are an essential part of the selection and recruitment process to assess if any reasonable adjustments are required. In some circumstances, an appointment with Occupational Health may be required to assess fitness for the role.

**Equal opportunities:**

Northern Lights Learning Trust are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community. Applicants with disabilities will be granted an interview if the essential job criteria are met.

**Artificial Intelligence and Recruitment at Northern Lights Learning Trust**

Northern Lights Learning Trust is committed to embracing innovation while maintaining fairness and integrity in our recruitment processes. We recognise that candidates may choose to use AI tools to support the preparation of their applications. While this is acceptable, we expect all submissions to reflect the applicant's own experiences, values, and suitability for the role and it is essential that AI is used appropriately.

AI must not be used to:

- provide misleading or false information at any stage of the application journey
- inflate or invent qualifications, skills or experience
- complete assessments as part of the recruitment process
- create generic responses and copy them into your application

If you have any questions about the use of AI in your recruitment process with us, please contact [hadmin@nlt.co.uk](mailto:hadmin@nlt.co.uk)