

# Cleaning Assistant November 2025



# Welcome

Thank you for your interest in Haileybury. This is an exciting opportunity to join a highly successful school which is moving forward with confidence and a real sense of purpose. Haileybury was last year chosen as the 'Boarding School of the Year' by TES and, in 2023, was announced as the UK's best fully co- educational IB school.

Haileybury is a dynamic, outward-looking and future oriented school. We want our pupils to leave school with the values, skills and credentials they will need to thrive. We want our provision to be 21st Century relevant. We have recently completed a world class STEM facility, which allows our pupils to take part in research projects no other UK school can offer, and only a handful of other schools around the world can provide. Our attention is now turning to our next set of ambitious ventures.

We are ambitious and we pursue excellence, but Haileybury's success is built on the strength of each person's commitment to doing the very best they can for our school. If you feel excited by the prospect of being a member of a dynamic and successful team, then we would welcome your application.

**Eugene du Toit**  
The Master



# The School

**Haileybury is a co-educational boarding and day school for pupils aged 11-18. There are currently over 900 pupils at the School. Demand for places and pupil numbers has increased dramatically in recent years.**

The Haileybury of today enjoys an excellent worldwide and national reputation. This reputation is primarily based on the very high standard of education that is provided at the School. This was reflected in the report written by the ISI Inspection team who visited the School in October 2022. The report gives a clear picture of a progressive, ambitious school which offers its pupils the very best all-round education. A copy of the report can be viewed [here](#).

Haileybury is a dynamic, outward-looking and future-oriented school. It aims to provide high academic achievement, outstanding pastoral care and a rich and varied co-curricular programme; we want our pupils to leave school as confident, rounded and ambitious individuals. As a large, diverse community, the fundamental values of service, empathy and respect are essential. Pupil voice is important and there are many opportunities for pupils to express their opinions, including an active Pupil Senate. The team of teaching and operations staff are dedicated and highly professional.

Haileybury comprises a dedicated Lower School (Years 7 and 8), a Middle School for Years 9-11 and a Sixth Form of around 360 pupils. All senior pupils are boarders or day pupils in one of the 12 senior Houses. There is also a junior boarding House and a junior day House. The Houses are set within the extensive campus grounds, and most of the teachers are also accommodated within 5 minutes walk of the School. The sense of community at the School is especially strong.

Haileybury has a vibrant academic culture. Its curriculum model is distinct and in the Sixth Form pupils have the choice of following the International Baccalaureate Diploma Programme (IBDP) or A levels. The most popular UK university destinations include Oxbridge and the Russell Group; Haileybury's pupils also achieve places at top North American and European universities.

Haileybury has a strong international dimension with two partner schools operating in Kazakhstan, and one each in Bangladesh and Malta. Haileybury is the sponsor of Haileybury Turnford, a nearby academy, and enjoys a well-established partnership with the school.



# The role

The primary objective of the Cleaning Assistant is to provide an efficient, effective and high-quality domestic cleaning service across the School site and within our Boarding Houses to ensure that allocated areas of the School are cleaned to a high standard.

The ideal candidate will be passionate about delivering an excellent cleaning service, have an eye for detail and enjoy working collaboratively to achieve the department's goals.

Previous experience in a cleaning role within a school or similar environment is desirable, however, full training will be given.

This is a permanent position working term time plus 3 weeks from 6:00 am to 9:00 am Monday to Friday, Saturday on a rota basis.

The Cleaning Assistant will report to the Cleaning Supervisor.

The purpose of this job description is to set out the current principal duties of the post. It does not detail every individual task, and employees are required to undertake such tasks and duties as are allocated to them from time to time in accordance with the role.

This job description will be reviewed annually as part of the School's annual performance review process.



# Responsibilities

- To undertake general cleaning duties in both Boarding Houses and School buildings which may include changing rooms, toilets, dormitories, halls, and offices as well as sweeping any entrances, external exits, and stairwells and steps, ensuring that all areas are kept in a clean, tidy and hygienic condition and to a very high standard at all times.
- To provide a high standard of cleaning to enhance the overall homely environment of the School buildings in conjunction with the Cleaning Supervisors.
- This will involve mopping, sweeping, vacuuming, scrubbing, dusting, polishing and deep cleaning to the specified agreed standard.
- Some areas may use powered cleaning equipment provided, which may include scrubbing machines, carpet shampooers and any other appropriate equipment as required. Full training will be given where applicable.
- Empty waste bins and remove litter to the nearest point for collection, remove cobwebs and obvious stains from external low-level glazed areas. Ensure there are adequate supplies of soap, toilet rolls and towels, as appropriate, and replenish these as necessary.
- Spot-clean walls at regular intervals throughout the year and complete a thorough clean of all walls at the end of each term.
- To use all materials and equipment efficiently and cost-effectively, including operating in accordance with all health and safety legislation, including COSHH requirements. To work in a safe and hygienic manner and assist colleagues to do likewise.
- Report any maintenance requirements to the Cleaning Supervisor in a timely manner.
- Ensure that all safety precautions are taken to ensure your personal safety and the safety of others. For example, wearing appropriate protective clothing, not leaving cleaning materials unattended, only handling supplied cleaning chemicals/materials and clearly displaying wet floor signs during and after mopping.
- Show a degree of flexibility in carrying out your duties. Ensuring all end-of-shift duties are completed prior to finishing work. Clean any other areas, as directed by the Cleaning Supervisors, to cover the absence of other staff or during refurbishment work.
- Support may be required to make beds at the start of each term and in the event of overnight guests due to School activities or lettings.
- Undertake sorting washing, as required, to support Matrons in Boarding Houses.
- In agreement with the Cleaning Supervisors, introduce processes and procedures where necessary and appropriate.
- Keep the Housekeeping management team fully up to date and informed about all allocated areas of responsibility and to report any significant problems as appropriate and within a reasonable time frame.
- Undertake appropriate training to ensure that skills remain up-to-date and commensurate with the first-class service required for this role.



# Other requirements

## **Safeguarding and Child Protection**

All employees must be aware of their responsibilities for promoting and safeguarding the welfare of children and young persons with whom they may come into contact whilst at Haileybury. Employees must comply with the School's Safeguarding and Child Protection Policy and must be familiar with how to raise any safeguarding or child protection concerns.

## **Health and Safety**

In accordance with the Health and Safety at Work etc. Act 1974 and associated legislation, all employees must comply with relevant health and safety procedures and guidance at all times. They must be familiar with, and assist the School in the implementation of, its Health and Safety Policy which is available on the School Portal.

Employees must also adhere to any requirements arising from, or relating to, any relevant risk assessments, Control of Substances Hazardous to Health (COSHH), PPE, and manual handling. Specifically, employees must carry out all duties in a manner which does not endanger themselves or others.

## **Equality and Diversity**

Employees must comply with the School's equality, diversity and inclusion policies and practices in force from time to time and must carry out their duties in a manner which does not discriminate against any person on the grounds of any protected characteristic.

## **Code of Conduct**

Employees at Haileybury are expected to work together cooperatively showing respect, courtesy and helpfulness to others at all times. Employees should work to actively support and promote the School's positive ethos and culture, and must act in accordance with the School's Staff Code of Conduct.

## **Data Protection**

All employees must comply with the School's Data Protection Policy, and must carry out their duties in a manner which is consistent with this policy and data protection legislation generally.



# Person specification

## Qualifications

### Desirable

- Awareness of Health & Safety at Work Regulations especially Manual Handling Regulations
- A basic awareness of COSHH (Control of Substances Hazardous to Health) Regulations
- Experience in operating cleaning machines i.e., floor polisher

## Knowledge, Skills and Experience

### Essential

- Excellent interpersonal and customer service skills
- Excellent communication skills to liaise with a wide range of people
- Able to ensure standards for quality, customer service and health and safety are met

### Desirable

- Previous cleaning and/ or work experience in a similar role
- Experience of team working

## Personal Attributes

- Ability to establish and maintain positive relationships
- Well organised, task orientated and able to coordinate a range of activities
- Practical evidence of taking own initiative
- Ability to adapt to changes within the service
- A flexible approach to assist colleagues when required
- Self-motivation and personal drive to complete tasks to required timescales and quality standards
- Enthusiastic with the ability to learn
- Ability to meet deadlines while working under pressure with minimal supervision, and using own initiative



# Benefits

Staff have the opportunity to utilise the School's wonderful facilities including fitness suite, swimming pool, and tennis centre, at certain times, and participate in the Cycle to Work scheme.

Staff are also provided with lunch within our magnificent dining hall.

Other benefits include pension and group life assurance.

Professional development and learning sit at the heart of the School, and the successful post-holder will be joining a vibrant intellectual community.

Our staff body is collegiate and supportive, and staff wellbeing is prioritised. The School has a full-time Health and Wellbeing Centre and Chaplain.



# Application process

To apply for this position, please complete the application form in full, with reference to the candidate brief, and return it to [hr@haileybury.com](mailto:hr@haileybury.com) by **midday on Wednesday 26 November 2025**.

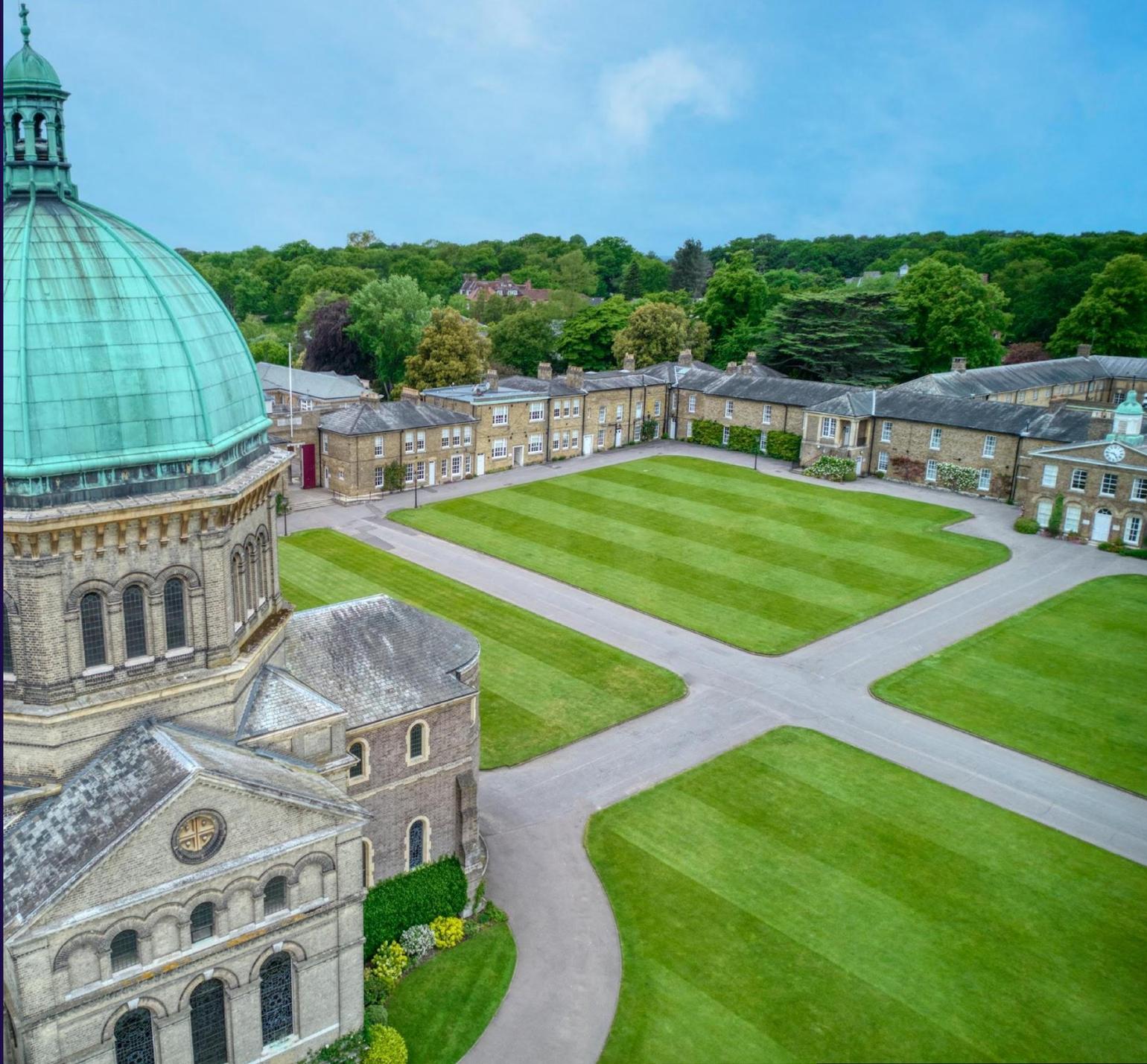
Please be aware that we cannot consider an application unless the application form has been filled in completely, including details of your full employment history.

The School reserves the right to make an appointment before the closing date; candidates are therefore encouraged to apply as soon as possible.

The School has a diverse pupil body and is committed to its strategy of equal opportunity, diversity and inclusion. We encourage applications from candidates with a wide range of backgrounds to enrich our collective knowledge and experience. Appointments will be made on merit.

Haileybury is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants for the above post must be willing to undergo child protection vetting, including reference checks with previous employers, prohibition checks and a criminal record check via the Disclosure and Barring Service.





Haileybury

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