



Employee Specification Form



Post Number	
Job Title	Caretaker (Band D)
Department	Black Horse Hill Infant School
Prepared by and date	Headteacher November 2025

Important – Study “Explanatory Notes” printed overleaf before completing form

Essential Personal Attributes	Stage Identified	Desirable Personal Attributes	Stage Identified
Qualifications		- Caretaker Training - First Aid training	
Experience - Operating alarm and heating systems - Working to procedures and standards - Of ensuring a clean, safe and healthy environment - Basic DIY skills - Working in a team - Safe use and storage of equipment and materials. - Record keeping		- Experience of working in a school/with children - Working as part of a team - Previous caretaker experience - Managing contractors in schools	
Knowledge and skills - Ability to organise and prioritise tasks - Knowledge of cleaning procedures - Knowledge of health and safety issues such as fire safety, asbestos, Legionella - Good interpersonal and communication skills - Operating cleaning equipment - Provide advice and instruction to cleaning staff - Make decisions in relation to task allocation - Ability to complete maintenance tasks			

Special Requirements • Commitment to Safeguarding and equality • A commitment to the vision, values and aims of the school • Regular physical effort such as bending and stretching, pulling or pushing cleaning equipment/manual handling • Occasional intense effort required, such as moving furniture • Ability to use initiative, be proactive and work flexibly when required for example responding to school based emergencies out of school hours. • Willingness to attend further training for the role • Good communication skills			
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Employee Specification Form

These notes should be studied carefully before completing the form overleaf.

List the personal attributes required to fulfil the duties listed in the job description.

They must be:

- set at a level appropriate to the work to be done and *not* higher than necessary
- stated clearly and specifically
- entirely job related

Essential or Desirable

- Essential

Those requirements without which a candidate would be simply unable to do the job.

Any candidate who does not meet the essential requirements must be rejected.

Examples could be the possession of current driving licence or relevant qualification.

- Desirable

Those requirements which are desirable, but not essential.

A candidate should not be rejected for failing to meet any single desirable requirement.

Examples for certain jobs could be local government experience or knowledge of new technology.

Personal Attributes

- Qualifications

What qualifications, if any, should the postholder possess?

To what level

- Experience

What experience, if any, is relevant?

- Knowledge and Skills

Is there any knowledge (other than that covered by qualifications listed) or skills which are relevant? What should the postholder be able to do?

Do not list attributes which cannot be measured, eg “pleasant personality”, “flexible outlook”. Identify only what the postholder needs to do that requires him/her to be pleasant and flexible. Is it that the person needs to communicate effectively with callers (pleasant) or will need to work flexible hours (flexible).

Try to specify the levels of skills that are required, eg if numeracy is specified as a requirement, you should indicate the levels of skill, ie keeping records of petty cash or able to control and monitor substantial budgets.

- Special Requirements

Are there any conditions of service which differ from the norm and with which the postholder must comply? eg live-in requirements, flexible working hours, weekend working.

Stage Identified

Indicate at which stage in the selection process the personal attribute is to be identified, eg application form, interview, tests, references, etc