

Job Vacancy Pack



Site Maintenance Officer

The Cornovii Trust

Grade 5 £26,403 - £28,142

Hours: 37 hours per week

Mon-Thurs 6am-2pm, Fri 6am-1:30pm (x2)

Mon-Thurs 11:30am-7:30pm, Fri 11:30am-7pm

- + Local Government Pension Scheme
- + Employee Assistance Programme
- + Priority admission for children of staff
- + Comprehensive induction programme

Interviews may be held prior to the closing date.

Closing date: Wednesday 5th August 2026



The Cornovii Trust

July 2026

Dear Applicant

Site Maintenance Officer

We are excited to announce an opportunity for a Site Maintenance Officer to join our Shared Services Site team.

Whilst the primary locations for this role will be based at Alsager High School, Alsager Highfields and Weston Village Primary School the successful candidate will have the opportunity to experience an interesting and varied role, across other schools within our trust. The requirement to travel to various locations is therefore essential for this role, expenses will be paid.

We are extremely proud of the schools within our trust, and we are looking for a colleague who will continue to support with the maintenance and health and safety of our community of local schools. You will be part of a dedicated team of staff who are focused on delivering our core values, supported by our headteachers and local governing bodies.

The Cornovii Trust consists of 8 local schools: Alsager Highfields Primary; Alsager School; Audlem St. James CofE Primary; Brine Leas School; Malbank High School, Pear Tree Primary; Stapeley Broad Lane CofE Primary and Weston Village Primary.

Our Headteachers and Local Governing Bodies lead the schools. The Trust's role is to support them in doing that, through sharing resources, encouraging collaboration, providing additional opportunities for pupils and staff. Our objective is to make our great schools even better through our supportive Trust. If your skills and experience meet the requirements of the job description and person specification, we would welcome your application.

Should you require any further information please contact the HR Team via email: HR@thecomoviitrust.org or telephone: 01270 871100.

All posts are subject to enhanced disclosure procedures and pre-employment checks.

Thank you for considering this opportunity

Yours sincerely,



Mr Richard Middlebrook
Chief Executive Officer

Job Description: Site Maintenance Officer

Job Purpose

To ensure the provision of a safe, clean, attractive learning environment, as part of a team, undertaking responsibility for the maintenance, security, health and safety of the academy sites (including grounds, buildings, facilities and equipment) and includes being a registered key holder.

Main Areas of Responsibility

- Maintain the school building, including effecting minor/ major repairs and improvements and decorate interior and exterior to a high standard in order to fulfil the school's specific responsibilities
- Monitor and operate the engineering system (ie, heating, etc) and advise management of any faults in order to ensure the most economical use of fuel and water.
- Liaise with contractors engaged by the schools to ensure specified standards are achieved.
- Monitor, operate and maintain appropriate site security systems, including opening and closing the buildings at the beginning and end of the school day, and responding to call-outs as necessary in order to provide satisfactory security arrangements. Third party keyholder in place.
- Maintain and monitor Health and Safety standards, reporting any failures to comply with the school's statutory obligations in this area. Check the fire alarms and keep up to date records as required for inspections.
- Carry out portering and cleaning duties (including the moving of heavy furniture) and removal of graffiti, which will secure the most efficient use of resources. Keeping all equipment in a clean working condition.
- Receive delivery of supplies, furniture and parcels and ensure their correct distribution.
- Maintain the school site free of litter and debris at all times. Maintain clear pathways in snowy / frosty conditions so that pupils and staff have ready access to the school.
- Any other duties including to support to facilitate the smooth running of the estates team.
- Ability to undertake Portable Appliance Testing or the commitment to undertake training to enable the candidate to perform this function.

Reporting to: Site Maintenance Supervisor

Job Description: Site Maintenance Officer

Trust Ethos

- To undertake such other duties as may be required, commensurate with the level of responsibility of the post.
- To engage actively in the performance review process, addressing appraisal targets set in conjunction with the line manager each year.
- To participate in training and other professional development learning activities as required.
- To promote equal opportunities and celebrate diversity in all aspects of the trust.
- To play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To adhere to the trust's Staff Code of Conduct.
- To comply with the trust's Health and Safety policy and undertake risk assessments as appropriate.
- To be familiar with and promote safeguarding requirements, demonstrating adherence to the DfE Guidance 'Keeping Children Safe in Education' and the school's Safeguarding/Child Protection policies.
- To be aware of and comply with all school/trust policies and procedures, in particular those relating to conduct, child protection (as above), health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).

This job description will be reviewed where necessary and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks; it sets out the expectations of the trust in relation to the post holder's professional responsibilities and duties.

We will consider any reasonable adjustments under the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

Job Vacancy Information

Rewards and Benefits

Our people are at the heart of our success. We recognise that every school and every individual is of equal importance, we respect and have tolerance of all, and we ensure that everyone feels known, appreciated and valued.

We have developed a strong culture of collaboration and best practice, investing in our staff with support, coaching, mentoring and a wide range of top-quality training programmes at every level.

You will have opportunities to learn from colleagues who are highly experienced, knowledgeable, and committed practitioners to support your development and career with the trust.

You will also have full access to our rewards package:

Learning and development

We offer a wide range of training and development opportunities including structured qualifications, and you will be able to access support, coaching and mentoring by senior members of staff from across the trust.

Competitive pension scheme

Support staff are part of Cheshire Pension Fund (LGPS) You receive a guaranteed pension through the Local Government Pension Scheme. The fund provides you with a guaranteed future income.

The LGPS is provided by your employer who pay a large part of the cost for providing the excellent range of benefits. It is a valuable part of the pay and reward package for employees working in local government or working for other employers participating in the scheme.

Employee Assistance Programme (EAP)

We have partnered with Legal and General to offer free and confidential advice to our staff. This is available 24 hours, 7 days per week for you and your immediate family. Some of the services include support with family, financial information, legal advice, stress and anxiety, and bereavement. You will also have access to 'in the moment' counselling and online GP appointments.

Discounts on shopping, leisure, and travel

Through our Legal and General EAP our staff have access to a wide range of offers and discounts on high street and supermarket shopping, leisure facilities such as cinema and gym, and travel options such as holidays and hotel stays.

Reduced gym membership at Alsager Leisure Centre.

Flu vaccinations

All staff have the option to access their annual flu vaccination via a local pharmacy.

Important The Rehabilitation of Offender Act

All posts involving direct contact with children are exempt from the Rehabilitation of Offenders Act 1974. The successful applicant will be required to apply for an enhanced DBS certificate. As the post will involve regulated activity with children, it is a criminal offence to apply for this post if you are included on the children's barred list held by the DBS.

Amendments to the Exceptions Order 1975 (2013, 2020 & 2023) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website or visit <https://unlock.org.uk/advice/what-will-be-filtered-by-dbs/>.

Shortlisted candidates will be asked to provide details of all unspent convictions and those that would not be filtered, prior to the date of the interview. You may be asked for further information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure & Barring Service before your appointment is confirmed.

Any data processed as part of the DBS check will be processed in accordance with data protection regulations and the trust's privacy statement.

I understand and accept the job duties and responsibilities contained in this job description.

Signature: Date:

Print Name:

Person Specification: Site Maintenance Officer

Qualifications, Knowledge & Training – Essential

- Educated to GCSE level or equivalent.
- Building, fire and health and safety regulations. Practical maintenance ability and a basic knowledge of plumbing.
- Good communication skills.
- Ability to manage and maintain stocks of hygiene materials/PPE. ICT applications and email experience.

Qualifications, Knowledge & Training – Desirable

- Health and Safety qualification
- e.g. NEBOSH, IOSH, COSHH
- Knowledge of CCTV operation.
- PRIME

Experience– Essential

- Technical skills/knowledge - Competent in the operation of cleaning equipment, power and hand tools.
- Understanding of site services, their location and isolation points.

Experience– Desirable

- Previous experience working in a similar role in a school.

Skills & Abilities - Essential

- Able to deal with breakdowns, faults and repairs – identification and calling out of appropriate contractor.
- Organisational skills - Able to follow instruction and complete timetabled workload
- Have a good understanding of buildings and plant systems for effective and efficient maintenance.
- Good written and verbal communication skills.
- Health and Safety - Knowledge of Health and Safety legislation (including COSHH).
- Able to ensure safety of staff, students and community users, visitors, governors etc.

Skills & Abilities - Desirable

- Understanding of building plans, to follow detailed working instructions and safety procedures. Able to carry repair and maintenance work.
- Awareness of Paxton Access Control software

Person Specification: Site Maintenance Officer

Personal Qualities – Essential

- Able to work in a flexible manner. Ability for some heavy lifting, physical fitness appropriate to tasks required. Ability to deal with emergencies occurring outside normal working hours.
- Ability to work with students, staff and visitors.
- Work independently as well as part of a team.
- Ability to build and sustain professional standards, relationships and personal boundaries with children and young people.
- Emotional maturity and resilience in dealing with challenging behaviours.
- Ability to contribute towards creating a safe and protective environment.
- Commitment to maintaining high standards and expectations.
- Commitment to equality of opportunity, valuing diversity and the safeguarding and welfare of all students.
- Competent in ensuring contractors follow health and safety procedures.
- Willing to undertake: Lifting and handling training. Scaffolding/ladder training. PAT Testing Training.

Personal Qualities – Desirable

- Cheerful.
- Resilient. Satisfaction of a job well done