



Employee Specification Form



M23

Post Number	
Job Title	Assistant Caretaker
Department	West Kirby Primary School
Prepared by and date	Headteacher (August 2026)

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

Essential Personal Attributes	Stage Identified	Desirable Personal Attributes	Stage Identified
Qualifications		- National Qualification Level 2 (or equivalent) in cleaning - Health and Safety Training - Safeguarding Training/knowledge - First Aid Training	
Experience - Working to procedures and standards - Ensuring a clean, safe and healthy environment for staff and pupils - Safe use and storage of equipment and materials. - Working as part of a team - Previous cleaning experience/keyholder responsibilities		.Experience of working within a school setting	
Knowledge and skills - Knowledge of maintenance tasks including security checks and minor repairs - Good interpersonal and communication skills - Operating equipment and carrying out minor repair work - Make decisions in relation to task allocation		Knowledge of Health and Safety issues	
Special Requirements - Escalates serious issues to senior staff - Regular physical effort such as bending and stretching, pulling or pushing cleaning equipment - Occasional intense effort required, such as moving furniture - Keyholder for locking and unlocking of school premises - Indoor and outdoor work - Ability to use initiative		- Ability and willingness to attend training course when required to do so - Supportive of our school values	

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