



King's Cross Academy

## Recruitment Pack – Facilities Manager

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Dear Applicant

Grade SO2, Scale point 32 **Salary:** £32,592

(Full-time 40hrs per week, 52weeks, bi-weekly shifts: 7.30-16.00 / 9.30 - 18.00)

Thank you for taking an interest in King's Cross Academy. The Academy opened in September 2015, as part of an innovative education campus, collocated with Frank Barnes School for Deaf Children and in the heart of King's Cross.

King's Cross is an exceptional place: one that represents the best of Central London. New homes, offices and workplaces; shops, cafés and restaurants; higher educational institutions; leisure, social and community facilities are set around successful new streets and outstanding public spaces, framed by historic buildings and structures.

The Academy is located just to the west of Granary Square and along the historic Regent's Canal in the new 'Plimsoll Building'.

Every aspect of the Academy should be the best it can possibly be. We want to give our pupils the best possible education and the best learning opportunities to face the challenges of the 21st Century, so they leave us as highly successful learners with the aspiration to achieve even more in their future lives.

We intend to make use of Academy freedoms but also see ourselves as an active member of the Camden family of schools. In particular, we will draw upon the exceptional facilities we are creating at King's Cross and our unique relationship with incoming occupiers such as Google UK to develop a first-class educational offer and enrichment programme.

We are enormously excited about the Academy and we have high expectations of everyone who works with us.

This is a unique, "once in a lifetime" opportunity for us all. We are looking for exceptional experienced teaching assistants to share this excitement, work with us and help develop the Academy, to transform the lives of children and families in King's Cross.

Kind Regards

Kay Baxter  
*Acting Headteacher*

## Introduction

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On behalf of both schools, King's Cross Academy Trust is seeking an outstanding Facilities Manager who shares our ethos and passion for the role of education in transforming lives. We want to appoint an individual who cares about the children from both schools; who works continually to maintain an excellent learning environment for them and who can get the best from colleagues. We want exceptional support staff to transform the lives of those children who come to the Academy.

## About the New King's Cross Academy

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The ongoing transformation of King's Cross is one of the largest, most significant and successful urban development projects in the UK. This is a new, thriving and growing community, which includes 2,000 new homes, commercial and retail properties, higher educational and other education institutions, leisure and social amenities including 26 acres of open space. Over the next few years, the working population within the development will rise to 35,000; there will be 7,000 people living here; and there will be many more thousands visiting every day. At the heart of this project, within the 'Plimsoll Building', a unique education campus has been purpose designed. We see the new King's Cross Academy as fundamental to the wider regeneration of King's Cross, becoming a focal point for and delivering benefits to the whole community.

King's Cross Academy is collocated with Frank Barnes School for Deaf Children, situated to the north of King's Cross and St Pancras station, close to the Regent's Canal and Camley Street Natural Park. The schools and an associated community meeting facility occupies the ground and first floors of a 15 storey building, with new homes (apartments) above, accessed by a separate entrance off Handyside Street.

The Academy has its own secure playground on site. It also has access to a new urban park within the re-erected Gas Holder No. 8, the symbol of the school, and to a multi-use games area in the adjacent building.

King's Cross Academy opened in September 2015 as a 2 form entry (426 place) primary school with a 26 place nursery for 3-4 year olds. In 2015 the intake was restricted to the nursery and two Reception classes. The Academy will expand each year until 2021 when it will have a total of 446 children. The new premises have been designed with shared spaces for staff training and collaborative development and for children from both schools to play together. The new schools' community will celebrate bilingualism: English, British Sign Language (BSL) and other community languages. We will have a wonderful and cultural mix with all children feeling a deep sense of belonging in the schools.

## Frank Barnes School

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Frank Barnes is a bilingual primary school for deaf children. It caters for children aged between 2-11 years from across London (current number on roll is 34 pupils) who are profoundly deaf and whose first language is BSL. It is an innovative school and, as a centre of excellence, is one of the

few schools for the Deaf to have achieved 3 consecutive “Outstanding” Ofsted assessments. This is in recognition that our bilingual practice enables many of our pupils to make outstanding progress from their baselines on entry.

Central to the bilingual practice at Frank Barnes is the recognition that British Sign Language is the first language of the pupils and deaf staff. English is taught as a second language and children are encouraged to develop both their listening & spoken language potential. There is a strong commitment to promoting equality of opportunity. Members of staff are required to use their best BSL at all times. Deaf culture is promoted through the school’s language and communication policy, its recruitment and selection policies, the curriculum which includes Deaf Studies and BSL Linguistics, the involvement of members of the Deaf community in the life of the school and Deaf Awareness days.



### **King’s Cross Academy Trust**

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King’s Cross Academy is being sponsored by the King’s Cross Academy Trust. The King’s Cross Academy Trust is a new single Academy Trust formed by the King’s Cross Limited Partnership (KCCLP) and Michael and Clara Freeman. KCCLP is the developer responsible for the King’s Cross redevelopment, including The Plimsoll Building and the new school premises. KCCLP is chaired by Sir David Clementi, former Deputy Governor of the Bank of England and now a Member of the Academy Trust.

Our Chair of Governors, Robert Evans, is a Partner at Argent and sits on the KCCLP Board. He is also a Member of the Academy Trust. Robert has been playing a lead role in the King’s Cross project since 2001 and was responsible for drawing up the outline planning application. He was also responsible for commissioning the first design studies of co-locating the new Academy with Frank Barnes School for Deaf Children and has worked closely with their Headteacher and other local schools. He is a member of Camden Partnership for Educational Excellence (CPEE) Board.

Michael Freeman co-founded Argent. Clara Freeman, his wife, a former Executive Director of Marks and Spencer is now Deputy Chair of the Court of Governors of University of the Arts, London (UAL), whose Central St. Martin’s campus was the earliest occupier of the King’s Cross development. They are both Members of the King’s Cross Academy Trust and Michael is a Governor of the Academy.

The overriding vision for King's Cross is to create an exceptional area of London, one that presents a world-class offer to people who will choose to live, work, study or spend time here. It is an eclectic place: professional without being corporate, with many different kinds of activity successfully co-existing side by side: well integrated with the areas around it and designed to be sustainable for many decades. King's Cross Academy lies at the heart of this new area.

## Our Vision

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The Trust's vision is that King's Cross Academy should be **the best it can possibly be**. Every pupil, every teacher, every TA, everyone involved with the Academy must have the best possible opportunities, the best possible experience while they are there and the best possible future prospects.

Our vision for King's Cross Academy is for a school which keeps pace with our rapidly changing world, makes the most of this dynamic location within London as a World City and prepares children for both the opportunities and challenges that will face them in the 21<sup>st</sup> Century and beyond. We aim to create a school with an inclusive and respectful ethos that celebrates the richness and diversity of its location and population, while promoting high aspirations and high educational attainment, excellent behaviour and concern for others' needs and sensitivities.

The challenge for everyone involved with the Academy will be to realise this vision and to give local children the best chances from the start. The Sponsors, Governors and Headteacher are excited at this amazing opportunity of opening a school in this fantastic location, and we want TAs who will work with the current staff on ensuring the future success of the Academy.



## King's Cross Academy's Neighbours

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King's Cross Academy is uniquely placed with opportunities for its pupils and staff to benefit both in mainstream delivery and enrichment support. UAL has identified the Academy as a key partner school within its plans for widening participation with exciting offers of practical art and design support from their staff and Student Ambassadors for our pupils, staff and parents. The businesses and organisations on the site or nearby who want to work in partnership with us include Google UK, who will occupy one of the most innovative office buildings ever designed in the UK, and Waitrose, a supermarket and cookery school who want to work with local schools. Other neighbours include BNP Paribas Real Estate, Camden Council, the Aga Khan Foundation, Argent, Louis Vuitton, The Performing Rights Society for Music, Global Generation and, within the immediate area, the Guardian, Macmillan and Network Rail. We have a strong relationship with Camden Council and want to play an active part in achieving Camden's vision for the area.

The Academy works closely with other schools and maintains the outstanding primary education results for the area. There are real opportunities of promoting collaborative arrangements between businesses and other local agencies. The Academy has already become a critical hub for King's cross, delivering benefits for young people and the whole community. We make use of academy freedoms by extending the school day and drawing upon the exceptional facilities being created at King's Cross and our unique relationships with other King's Cross occupiers to develop an enrichment programme, including breakfast and after-school activities.

## Facilities Manager Role

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As the primary leaseholder of the school site, the Academy takes its responsibilities very seriously. The detail and design from the light wells to the finish on the bannisters, from the colours used in the hand washing areas to the furniture in the classrooms reflect the best environment for both hearing and deaf children and staff. We want this same level of precision applied to the running and maintenance of the building. We want to maintain excellence to optimise the learning conditions for pupils, the working conditions for professionals and the involvement of parents and partners. We want to ensure safe and efficient running and maintenance of the award winning building for the benefit of generations of learners, staff and the wider school community.

**Everyone who works in the Academy contributes to learning both directly and indirectly as teachers and role models. The Facilities Manager will help children to:**

- develop an understanding of the importance of the learning environment
- use leadership skills in looking after their own building
- understand how buildings are constructed
- have input into this environment through the School Council and Pupilforum.

**A well looked after school building environment will contribute to:**

- raising aspirations;
- children feeling pride in their school;
- environmentally aware children;
- an awareness of the importance of design; and
- efficient use of staff time.

Health and Safety is the responsibility of all who work on the school site and keeping a safe environment, uncluttered and organised workspaces is essential. The Facilities Manager and the contracted cleaning team will bring particular expertise to discharge their specific duties. We expect efficient monitoring of systems and a targeted maintenance programme and a clean building.

We recognise the challenges maintaining school buildings with active children and we know that we will attract more visitors than the average school. We are confident that with the right teams

and the appreciation of the importance of learning, the level of excitement and pride that we feel in being in this building will be infectious.

Please read the job description and person specifications below for a more detailed list of role and responsibilities.

***Above all we expect everyone at the Academy to 'be the best they can possibly be'***



*The 'Street' in the Academy building*

<b>JOB DESCRIPTION</b>			
<b>Post Title:</b>	Facilities Manager	<b>Grade:</b>	SO2
<b>Hours/ weeks:</b>	40 hours / 52 weeks		
<b>Hours:</b>	Bi-weekly shifts: 7:30 – 16:00 / 9.30 – 18.00 (30min lunch)	<b>Salary Range</b>	32-34
<b>Responsible to:</b> Business Manager / Head teachers			
<b>Responsible for:</b> Assistant Facilities Manager			

The Academy is committed to safeguarding and promoting the welfare of Children and young people and requires all staff to share this commitment.

### **PURPOSE OF THE JOB**

1. Responsible for the Facilities Management and housekeeping of the Academy and School and facilities procurement. Ensuring value for money and the provision of an effective facilities service to all users.
2. To promote the academy ethos, culture and work in a positive light, encouraging and supporting colleagues demonstrating and establishing a commitment to quality learning environment and best practice.
3. Day to day management of all Facilities & Security activities and Assistant Facilities Manager, cleaning and reactive works ensuring effective systems for heating and lighting and cooling.
4. To maintain awareness and to advise the Business Manager and Head teachers on current and proposed Health and Safety issues relating to the premises and learning environment.
5. To assist with capital development projects are delivered on time and work in partnership with the elected project team.
6. Responsible for all evacuations and assisting with critical incidents and to record and review all findings.

### **LIAISON AND CO-OPERATION**

The Facilities Manager will work in liaison, contact and co-operation with:

- other members of staff, including those from Frank Barnes School for Deaf Children;
- professionals from support and advisory services;
- organisations and networks in King's Cross, Camden and the wider community relevant to premises and estate management
- parents, governors and the local community.

### **POLICY AND LEGAL FRAMEWORK**

The Facilities Manager will work within the framework of:

- National legislation, including Health and Safety at Work Act 1974
- Academy policies and guidelines on facilities management; and to race and gender equality.

## KEY RESPONSABILITIES

<b>Main Responsibilities</b>	Manage all forms of access and egress with pedestrian and public paths and gates ensuring that all are compliant, serviced and safe.
	Manage the facilities site team ensuring all PPM is met and tasks are distributed and any reactive works from the facilities helpdesk are carried out. Reviewing timeframe for completing works termly and reporting to Business Manager.
	Ensure that the academy is clean and fit for purpose, managing the cleaning contract and ensure latest machinery and products conducive to best practice whilst using clinical and sanitizing methods. Liaising with cleaning contractors and day cleaners on a regular basis to ensure that the highest cleaning standards are maintained.
	Control and monitor Facilities budgets around maintenance and consumables within budget guidelines and ensure quality and value for money and meeting financial regulations.
	Managing all contracts for all mechanical ventilation plant including chillers and Air conditioning units. And all Electrical regulations for site operations. Ensuring all statutory testing is carried out by a qualified specialist and record all certificates/service sheets efficiently.
	Support the Facilities staff with tasks and manage the assistant Facilities manager in his/her daily role including meetings, reporting and any handover of tasks, systems or curriculum events. This includes PDR and appraisals.
	Preparing termly reports for the Head teachers and Governors regarding work in progress, upcoming initiatives and any issues.
	To ensure that all Academy minibuses and support vehicles are DVLA compliant and remain roadworthy & regular inspections mechanical and cleaning are carried and documented
	Manage all Clinical and hazardous waste in contract form and on ground and installing level monitoring KPIs and all SLAs for all contracts that fall under facilities
	Manage the processes around seasonal conditions and safe access and communications with staff are regular and up to date
	Monitor the building temperature using the academies BMS system to ensure a balance working and learning temperature.
	Setting up and taking down furniture for school meals, assemblies, exams, meetings and lettings.
	Carry out and completing Risk assessments, ensuring they are reviewed and implemented where applicable.
	Liaising with Receptionists to manage the distribution and storage of all incoming/outgoing deliveries, ensuring they're recorded correctly and immediately removed from the Reception space and placed/unpacked in relevant storage areas. Distributing deliveries around the school as appropriate in a timely manner and notifying persons that goods have arrived. Liaising with Finance Officer to ensure all goods and delivery notes are recorded and signed off.
	Responsible for leading on Health and Safety matters around mechanical/electrical plant, practices and site operational duties.
	Work alongside staff and students with performances, assemblies and Celebration events ensuring all public events have risk assessments and is managed throughout the event and other documented items to support any events Keep updated contracts for all contractors and distribute to all Senior Management.
	Undertaking daily, weekly and monthly building and surrounding areas checks including a daily site walk. Actioning any requirement and reporting any issues to the Business Manager.
Moving furniture and equipment within the premises.	

	Being the point of contact for dealing with a wide range of facilities and maintenance issues and auctioning.
	Liaising with maintenance and cleaning contractors and Health & Safety service providers. Ensure they are providing maintenance visits in accordance with their Service Level Agreement (SLA) and meeting legal requirements.
	Being responsible for preparing monthly Facilities expenses and contributing to the preparation of premises and maintenance aspects of the budget, with a fixed budget.
	Lead on lettings, manage bookings, facilitate events and be main point of call. Being flexible for additional overtime when required.
	Ensure the management of sports surfaces and Sports equipment including gym equipment are maintained and safe for usage.
	Assisting with traffic management of any vehicles arriving at or vacating the premises or requiring to remain on the premises for periods of time.
<b>Maintenance and Security</b>	Arranging for the annual condition survey to be carried out and reporting the results to the Governing Body.
	Managing the Building Management System (BMS) in order to ensure an optimum work/learning environment and efficient use of resources.
	Making arrangements for the consumption of gas, water and electricity to be regularly monitored and taking appropriate action to resolve any anomalies.
	Assessing requirements for maintenance and minor improvement works and proposing these to the Business Manager; where possible personally, carrying out these works in a timely manner and with minimised inconvenience to normal operations of the school.
	Receiving requests for minor works, liaising with colleagues over details and carrying out works in a timely manner with minimal disruption to children's learning.
	Scoping the requirement where outside contractors are required. Supporting the Business Manager in tendering and selecting preferred contractor(s) and liaising with them until satisfactory completion has been achieved and final payment(s) have been made.
	Scheduling requirements for sundry maintenance and works materials and sundry equipment; obtaining authorisation for orders and placing orders with suppliers as required.
	Being the direct contact for repairs and maintenance, cleaning and catering within the school. Negotiating, managing and monitoring these contracts for both schools with the Business Manager. This includes obtaining 3 quotations for all repair work.
	Liaising with ICT technician and ensure ICT equipment is maintained.
	Removing internal and external graffiti from building and from fixtures fittings and furniture, as soon as practicable.
	Managing the day to day security of the site and taking reasonable precautions to minimize loss or damage.
	Maintaining and responding to security alarm systems (including out of hours).
	Responding to emergency calls outside normal site opening hours
	Maintaining records of keys in circulation for the site and arranging new issues as

	authorised by the Business Manager.
	Administrating access cards/fobs and assigning and re-assigning to staff. Ensuring this information is logged systematically.
	Summoning appropriate assistance in dealing with intruders and evicting people as necessary.
	Being responsible for safe and secure receipt of all deliveries into the school.
	Overseeing maintenance and any necessary repairs of schools' vehicle, and ensuring that MoT certificate(s), tax and insurance(s) are in place.
<b>Health and Safety &amp; Safeguarding</b>	Developing and implementing a 3-year rolling plan of Health and Safety risk assessments associated with the premises.
	Organising Health & Safety surveys associated with the premises.
	Record all service/annual maintenance/Health & Safety inspections ensuring the building is compliant.
	Deliver lectures or Inductions or toolbox talks around Health and safety matters with staff members or students.
	Completing risk assessments, reviewing and implementing new assessments.
	Carry out daily, weekly and monthly H&S and Fire checks and tests to ensure compliance and any data or concerns from tests are recorded and resolved. Arranging for firefighting equipment (FFE), fire alarm panel, and Fire Risk Assessment to be serviced and maintained in accordance to current legislation.
	Coordinate and implement all the academies Health and safety policies and procedures ensuring compliance around legislation and its corporate responsibility and implementing safe systems of work.
	Carry out Occupational risk assessments as directed by the Finance and operations director or principal on staff related issues.
	Attend the Academy's Health and Safety management committee and provide reports of works and any Health and safety issues or legislations that affect the academy and its operational use
	Assist on emergency evacuation, ensure this is tested once a term and produce report to Leadership team and Governors.
	Notifying appropriate agencies of pest or vermin problems and taking actions as advised.
	Ensuring the programme of Health & Safety training is maintained including First Aid training, Working at Height, Manual handling, Fire Marshalling and DSE workstation assessments are completed and reviewed annually.
	Ensure all appliances and tools including ladders are checked and stored according to the manufactures instructions
	Ensure that all Facilities Staff are not exposed to occupational risks and vaccinations are carried out and data recorded and updated.
	Report any Major incidents or accidents to the HSE on any such matters under RIDDOR
Safeguarding of contractors – ensuring contractors have a contract of works and go through a DBS check, as required. Ensuring that all contractors are escorted in the school when they are carrying out their work and the permit to work is completed.	
Ensure that all academy buildings and grounds are secure and manned guards and any systems/procedures and other appropriate personnel open and lock up areas, gates and	

	doors
	Develop a Security strategy with key performance on CCTV boundary access control. Ensure that all security systems such a CCTV and visitor management systems remain operational and maintained and fit for purpose according to budget
	Termly conditional surveys, inspection of all used rooms with the class teacher and report to Leadership team.
<b>Well-being / Sustainability</b>	Managing the staffroom facilities; ensuring they are kept clean and tidy on a continuing basis and fully stocked.
	Manage the process around sanitizing all drinking fountains.
	Ensure all Washrooms and shower/changing facilities are cleaned and sanitized and have appropriate clinical disposal aids. Toiletries including soap, hand towels, tissue paper and sanitary bins.
	Support the Assistant FM with regular inspections and consumables ensuring value for money best practice and following COSHH guidelines.
	Overseeing the performance of the cleaning service provided by others. Monitoring and checking the cleanliness of the toilets, urinals, hand-wash basins during the school day to ensure that clean facilities are available for pupils, staff and visitors and replenishing facilities where required.
	Carrying out emergency cleaning such as for body fluids and soiling as soon as practicable.
	Ad hoc cleaning of the building and external areas, including litter removal, light fittings and fixtures, diffusers and clock faces.
	Ensure that all commercial and industrial waste is disposed of using the council wastage services and WEEE directives
	Engage and develop with new sustainable initiatives around energy solar gain and consumable reduction and new lighting and good practices around the academy Engage with students on external grounds and curriculum projects ensuring green initiatives are foremost
	Maintaining plant rooms and storage areas in a clean and tidy condition
	Ensuring that all staff are aware and implement the schools' energy conservation policy.
	Monitoring the catering service for pupils, staff and visitors in accordance with standards set by the schools current legislation.
	Ensuring safe and clean working environments both internally and externally.
	Supervising gardening services provided by others and watering the plants.
	Receiving requests for room layout and equipment requirements and making rooms ready for use; setting rooms back to usual use by the school afterwards.
	Assisting with the management of the recycling of waste paper and other items.
Monitoring cleanliness of MUGA and Gas holder area and reporting defects to Estate management.	
Produce a Friday email to all staff including 'shout outs' and weekend up dates in Kings Cross.	
<b>Asset Management</b>	Maintaining an inventory in collaboration with both schools' administrator with responsibility for finance.
	Ensuring all assets in the school are recorded and managed.

	Ensuring annual PAT (Portable Appliance Tests) and fixed wire testing (every 5 years) are carried out.
<b>Estate Management / Project works</b>	Liaising with Estate Management services and community centre at King's Cross.
	Liaising with the Concierge in the Plimsoll building.
	Attending the Estate Management meetings.
	Ensure all planned works meet all CDMs and PTW are met and meet the deadlines and agreed budgets (subject to any Variations)
	Manage any capital projects or refurbishments from contractor appointment to commissioning equipment or plant or any defects period of works and to work close with any appointed project team

**Note:** All Academy employees are expected to be flexible in undertaking the duties and responsibilities attached to their post and may be asked to perform other duties and all staff are expected to set a good example to children through regular and punctual attendance.



King's Cross  
Academy

## PERSON SPECIFICATION

**Post Title:** Facilities Manager

We are looking for somebody who has an excellent eye for detail and a passion for delivering excellence to ensure that the school environment is maintained to the very highest levels. This is an exceptionally busy environment, which will require a calm, confident and professional manner. Excellent communication skills as a pre-requisite as the individual will be dealing with people at all levels. As with any facilities role, the individual will need to be able to ‘think on their feet’, with the ability to multi-task.

A flexible, resourceful and ‘hands-on’ approach is required. The role is not predominantly desk based; there is an expectation for the candidate to be ‘walking the floor’, checking the environment and actioning where necessary.

You must demonstrate on your application form and during the selection process that you meet the following essential criteria:-

Factors	Essential	Desirable
<b>Qualifications &amp; Training</b>	A Level or NVQ 4 qualifications.	
	Applicants will have undertaken some training in the areas of Health and Safety, Building Maintenance and Repair, Cleaning /Premises	<i>National Examination Board in Occupational Safety and Health (NEBOSH) training undertaken</i>
	To be committed to learning high level British Sign Language (BSL) skills and to be qualified to BSL Level 2 within two years.	To be able to communicate to pupils, staff and school community in BSL.
	The Facilities Manager is required to hold a driving license.	
<b>Experience</b>		Ideally two years’ relevant experience of Facilities Management and/or carrying out minor works.
<b>Skills and Behaviours</b>	Good use of Microsoft Office: Outlook, Word and Excel.	Some knowledge of Health and Safety good practice.
	High level of numeracy and literacy skills.	
	Effective staff management skills for those overseeing, including the Lettings Assistant.	
	Ability to respond positively to changes in priority.	
	Ability to respond to situations as they arise.	
	Ability to demonstrate integrity.	
	Ability to meet deadlines.	
	Ability to manage a budget.	
Ability to make judgements, use initiative and		

	be able to prioritise.	
	To have good deaf awareness and understanding of the professional needs of deaf and hearing colleagues.	
	Ability and willingness to undertake minor repairs efficiently and to a high standard with the use of manual and/or power tools and proprietary fittings and components.	
	Ability to establish excellent working relationships with all staff, contractors and visitors.	
	Experience of using a Building Management Systems (BMS).	
	To take pride in the job and be proactive in keeping the premises up to standards reasonably expected.	
	Ability to take personal responsibility for all equipment in own area.	
	Working knowledge of regulations affecting premises management and completion of minor works.	
<b>Commitment</b>	Commitment to the highest standards of professionalism.	
	Safeguarding and promoting the welfare of all children and young people.	
	Equal opportunities and to assisting the school in enabling all its learners to fulfil their potential.	
	Flexibility will be required for lunch breaks to accommodate busy periods.	
	Flexibility will be required in relation to start and finish time during busy periods.	
	Commitment to school policies and practices.	
	Cover for the Facilities Department will be required at all times, and the individual will need to show flexibility when taking holiday to ensure adequate cover is provided in the school.	
	Commitment to working in an open, consultative manner.	
	A healthy lifestyle to support regular attendance in School.	
	Commitment to Health and Safety in the work	

	place and how to implement it.	
	Commitment to following the schools' bilingual ethos and be willing to implement the language and communication policy.	
	Commitment to promoting positive attitudes towards deaf children and staff.	
	Commitment to the schools' Mission, Vision and priorities.	
	To carry out any other tasks linked to the post as directed by the Head teachers.	