



# **Domestic Assistant**

## **Application Pack**

Contract: Full time / Permanent  
Start date: ASAP  
Closing date: noon on Friday 1 August 2025

**Early applications are advised as Concord College reserves the right to appoint at any stage during the application process.**

## Welcome from the Principal

Thank you very much for your interest in coming to work with us at Concord: it is a real pleasure to be able to tell you more about this very special place. Concord students love to learn and are ambitious for their futures. Here they are able to pursue their dreams in a safe, calm and supportive place where ideas can be shared and where inquisitiveness and independence of thought are celebrated. Our students' hard work is rewarded with outstanding examination results, and Concordians go on from here equipped to thrive at the best universities in the UK and around the world.



Concordians live and learn in a diverse, vibrant and truly international community supported by outstanding academic and pastoral staff. They have daily opportunities through our extensive co-curricular, sporting, arts, social and cultural programmes to develop hugely important skills in communication, teamwork and social responsibility. The result of this is that Concordians are overwhelmingly confident, empathetic, respectful and tolerant. Most importantly of all, it means they are happy: you will find many smiling faces here.









Our highly talented body of staff work extremely hard to help students get the very best outcomes. They thrive here too and enjoy the challenge of working in such a vibrant and purposeful environment. It's truly exciting: I do hope that you want to find out more.

Dr Michael Truss *MPhys Hons. (Oxon.) FRAS*  
Principal of Concord College

## Introduction to Concord College

Concord College is a highly academic independent international school in England for boarding and day students. We welcome students from all over the world and the local area into our vibrant and varied community, which shares a culture of excellence and joyful learning infused throughout with our core values of kindness, rigour and creativity. Girls and boys between the ages of 13 and 18 enjoy fabulous facilities on our safe and beautiful 80-acre campus set in the heart of the English countryside. Our students achieve the highest standards and have a superb track record in gaining entry to top universities in the UK and around the world. We take care to nurture the individuality of our students to develop their self-confidence, encouraging all here to understand the needs of others and to respect the values of our community.

Concord was founded in 1949 by Paul Oertel and Monica Carr-Taylor in Sussex as a response to the hatred and bitterness of war by using language teaching and personal warmth to break down barriers and misunderstandings between peoples. The College grew quickly, moving first to larger premises at Tunbridge Wells and then, in 1973, to its present site in Acton Burnell. In 1969, upon the retirement of the founder principals, the College was bought by Frank Bell who had founded the Bell School of Languages a number of years earlier. In 1977 Concord accepted girls for the first time. The College became a charitable trust in 1983 and has expanded rapidly since. Now with about 600 students (and an almost perfect 50:50 girl:boy ratio), Concord boasts enviable facilities and utterly outstanding outcomes for its students.

<p>90%</p> <p>GCSE grades 7-9 (2023)</p>	 <p>40 different nationalities</p>	 <p>Average class size of 12</p>	 <p>16 students summited Mt Kenya in 2023</p>
<p>A*A*A*</p> <p>33 students with 3 A*s at A Level (2023)</p>	 <p>State of the art science block</p>	 <p>Over 150 Medics, Dentists and Vets in the last 5 years</p>	 <p>73 acre main campus</p>
 <p>12 Oxford and Cambridge places (2023)</p>	<p>100+</p> <p>clubs and societies</p>	 <p>High ropes course</p>	<p>90</p> <p>students with AAA or better at A Level (2023)</p>

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*“.. for bright sparks with drive and determination, there’s nowhere quite like it”*

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– Good Schools Guide

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*“Those who want to learn with a global outlook and an international community will be in heaven here.”*

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- Muddy Stiletto

## **About the role**

Concord College is seeking to appoint a Domestic Assistant to enhance the daily delivery of our exceptional cleanliness standards across the campus.

The role is essential for the smooth running of Concord College cleaning operations. This will include ensuring that all areas of the college are presented to a high standard of hygiene and cleanliness, including boarding houses, teaching spaces, public and commercial areas within campus. Laundry duties may be required in this role.

## **Main duties and responsibilities**

The key areas of responsibility for this role are:

- vacuuming;
- washing and polishing floors of varying surfaces;
- dusting/polishing;
- cleaning of toilets and disinfecting sanitary ware;
- stripping and re-making beds;
- disposing of refuse;
- cleaning of fridges and microwave ovens;
- ensuring safe custody of keys supplied and security of all rooms and areas of work;
- replenishing consumable supplies;
- identifying and reporting any need for repairs or equipment faults to the Estates department using the appropriate form;
- laundry duties, handling soiled laundry, ironing and steaming, recording any lost or damaged clothing and advising the Domestic Services Manager;
- washing personal clothing and flat linen, selecting the correct wash programmes and following guidelines for the best use of machines;
- working in accordance with risk assessments and safe working practices;
- complying with policies and procedures, including the Staff Code of Conduct and those relating to Safeguarding and Child Protection, Health & Safety, Smoking in the Workplace, Welfare, Security, Confidentiality and Data Protection, and reporting any concerns;
- all domestic cleaners are mobile and allotted work areas may change to suit the needs of the business;
- undertaking any other task as directed by the Domestic Services Manager.

### **General and College Responsibilities**

This job description is not intended to be a comprehensive statement of procedures and responsibilities, but instead sets out the principal expectations of the College in relation to the postholder's professional responsibilities and duties. We are looking for an individual who is adaptable, flexible and willing to carry out the wide range of duties that are likely to be required to make a success of this role.

You should be willing to assist in other areas of work within the College which are within your skills and capabilities, as reasonably requested by your line manager.

## **Person Specification**

In order to meet the high standards expected of staff at Concord College, we seek to employ a person with the following qualities, experience, skills and abilities:

### **Education & Qualifications**

- general secondary education or equivalent
- well-developed understanding of the English language
- proven cleaning experience an advantage, but not necessary as ongoing training will be given in COSHH, manual handling, safeguarding and child protection
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- knowledge of COSHH and Health & Safety would be advantageous

### **Experience & Knowledge**

- good working knowledge of health and safety law and practices
- good organisational and interpersonal skills
- ability to follow instructions and carry out tasks with care and attention
- the ability to work collaboratively and professionally with a wide range of people
- ability to prioritise workload and work effectively under pressure to tight deadlines
- ability to work unsupervised
- high degree of common sense, adaptability and resourcefulness
- experience of working in a boarding school is desirable

### **Personal attributes, skills and values**

- honesty and integrity
- tact and diplomacy
- reliability
- drive and energy
- ability to deal in an appropriate manner with students and staff
- flexibility in outlook in order to respond to the College's needs
- generosity of spirit - the role is likely to require hard work and a professional attitude to the commitment required in a boarding school
- willingness to take on further training to assist with other roles as required / needed by the college.
- self-motivated and enthusiastic
- good organisational and interpersonal skills
- ability to work as part of a team.
- ability to motivate and enthuse others.
- a clean driving licence.

### **Special conditions**

- protective uniform to be worn (as supplied by the College;
- professional conduct is required at all times;
- maintain a respectful attitude to all senior staff and colleagues.

## **Terms of appointment**

### **Remuneration and benefits**

The hourly rate is £12.56 per hour.

Concord College employees are entitled to a complimentary lunch (when the kitchen is in operation), participation in a defined contribution pension scheme with employer contribution, an employee assistance programme, life assurance cover, a cash health plan, free parking, income protection and reduced school fees (subject to your child being awarded a place at Concord College).

### **Holidays**

Annual holiday entitlement will be 5.6 working weeks per annum, including public holidays. Due to the nature of the business, some public holidays are classed as normal working days.

### **Hours of work**

The working week is based on 38 hours, 7am to 3.45pm Monday to Thursday (inclusive) each week excluding with an unpaid 15-minute mid-morning tea break each day, and an unpaid 30-minute lunch break each day, and 8am to 2.30pm each Sunday excluding an unpaid 30-minute lunch break. However, flexibility is required with regard to start and finish times in order to meet the needs and requirements of the department.

Additional hours will be required as responsibility and workload demand, especially outside of term time. Flexibility will be essential.

### **Safeguarding and child protection**

Concord College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Child protection screening is undertaken, which includes checks with past employers and the Disclosure and Barring Service. The College's central role and responsibility is in caring for the welfare of its students. It recognises its statutory duties to pass on concerns and to work with other agencies in the field of safeguarding children.

All staff have a responsibility for promoting and safeguarding the welfare of children with whom they come into contact and are required to adhere to and ensure compliance with the College's Safeguarding Policy.

### **Health and Safety**

In accordance with the Health and Safety at Work Act etc. 1974 and associated legislation, all employees must comply with and assist the College in the implementation of its Health and Safety Policy. Employees must also adhere to any requirements arising from, or relating to, and relevant risk assessments. Specifically, employees must carry out all duties in a manner which does not endanger themselves or others.

### **Equality and Diversity**

Concord College is an equal opportunities employer. Employees must comply with the College's Equal Opportunities Policy and equality, diversity and inclusion practices in force 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 Concord College 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 College's positive ethos and culture and must act in accordance with the College's Staff Code of Conduct.

## Data Protection

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

## How to apply

Please complete an application form which can be obtained from our HR Department at [recruitment@concordcollege.org.uk](mailto:recruitment@concordcollege.org.uk) or call +44 1694 731631.

Application forms are also available on our website: <https://concordcollegeuk.com/about-us/working-at-concord/>

Please note CVs will only be accepted if submitted with a fully completed and detailed application form.

The closing date for applications is noon on **Friday 1 August 2025**.

We expect to schedule interviews during the week beginning **Monday 4 August 2025**. Interviews will take approximately one hour and will be held at the College. As part of the process you will be given a tour of the College and attend a panel interview. You will also be asked to provide documentation confirming your identity and qualifications and a search of your on-line social media presence may also be conducted as part of our due diligence checks.

There is no need to visit Concord College before applying as our website provides plenty of information, including key policies.

All applications will be acknowledged.

This post is exempt from the Rehabilitation of Offenders Act 1974. Our policy in relation to the recruitment of ex-offenders can be found on the College website.

**Concord College, Acton Burnell, Shrewsbury SY5 7PF**

[www.concordcollegeuk.com](http://www.concordcollegeuk.com)

Registered charity number 326279