



PENDLE COMMUNITY HIGH SCHOOL & COLLEGE



APPLICATION PACK

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APPLICATION PACK – Casual TA2b/Gardener

Pendle Community High School and College (PCHS&C) is an outstanding community special school for students with generic learning difficulties. We currently have 166 students on roll (ages 11 -19), with a variety of special educational needs including autistic spectrum disorders, speech, language and communication needs, and physical, medical and/or sensory needs.

PCHS&C moved into our purpose-built accommodation in 2008, where it is co-located with a mainstream secondary school. Our school and college provide an exciting and enriching environment, with a range of opportunities for social and educational inclusion.

Dear Candidate,

Thank you for requesting more information about the **casual vacancy of TA2b/Gardener** at Pendle Community High School & College (PCHSC). At PCHSC our core values are at the HEART of everything we do:

Honesty

Embrace diversity

Ambition

Respect

Togetherness

We are delighted that you have shown an interest in joining our thriving community. If you decide to pursue your application and are successful in securing a job with us, you will be joining a highly committed and dynamic staff team who all play a part in making a real difference to the lives of families, carers and young people with special educational needs.

In addition to this, we also offer a number of staff benefits which includes but is not limited to:

- Enrolment into the Local Government Pension Scheme
- Access to Employee Assistance Program
- Free use of our on-site gym
- Free on-site parking
- Access to the National College and regular CPD opportunities
- Term time only working (*pay pro rata to reflect this*)

For more information about our school & college, please visit our website www.pchs.lancs.sch.uk.

The post you are applying for is covered by the Rehabilitation of Offenders (Exceptions) Act 1975. If successful, you will be required to apply to the Disclosure and Barring Service for an enhanced disclosure. Please note that if shortlisted, we will seek references before you attend the interview.

Please note that in line with Keeping Children Safe in Education 2022 an online search will be carried out as part of our due diligence on shortlisted candidates.

We wish you all the best with your application.



D Grogan,
Head Teacher

IMPORTANT INFORMATION

SAFEGUARDING

In this school, the welfare of the child is paramount. This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All staff should understand their responsibility to safeguarding and promoting the welfare of children and young people. Staff are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions. Staff should work, and be seen to work, in an open and transparent way.

Attitudes towards promoting and safeguarding the welfare of children and young people will be scrutinised during the selection process for the post that you have applied for. If you are appointed to this post, information in relation to safeguarding and protecting children and young people will be provided at induction. This practical guidance for safe working practice will provide information about which behaviours constitute safe practice and which behaviours should be avoided.

The post you are applying for is covered by the Rehabilitation of Offenders (Exceptions) Act 1975. If successful, you will be required to apply to the Disclosure and Barring Service for an enhanced disclosure.

Please note that in line with Keeping Children Safe in Education statutory guidance; an online search will be carried out as part of our due diligence on shortlisted candidates. Please note that if shortlisted, we will seek references **before** you attend the interview.

EQUAL OPPORTUNITIES

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

HEALTH & SAFETY

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy. Lancashire County Council operates a smoke and vape free policy on all sites.

ATTENDANCE

This school is committed to achieving and maintaining a high level of attendance from all employees through the application of good management practice. The School Leadership Team will monitor overall levels of sickness absences regularly, will support employees during periods of sickness and will arrange for confidential reports to be submitted to Governors. Action will be taken in accordance with the guidelines and procedures adopted by the school to deal with unacceptable levels and frequency of sickness absence. All employees must understand the importance of good attendance and ensure that any sickness absence is kept to a minimum and that during any such absence they do not undertake any activity which is incompatible with the illness or which may delay recovery.

SUBMITTING YOUR APPLICATION

Please complete the application form enclosed and submit electronically to Debbie Saxton, HR Administrator, via email at dsaxton@pchs.lancs.sch.uk.

Casual TA2b/GARDENER – JOB DESCRIPTION

JOB TITLE:	Casual Teaching Assistant Level 2b/Gardener
GRADE:	Grade 5/SCP6
CAR USER:	N/A
LOCATION:	Pendle Community High School & College
RESPONSIBLE TO:	Teacher
STAFF RESPONSIBLE FOR:	N/A
JOB PURPOSE:	The main objectives to be achieved by the Post holder
To undertake general gardening and maintenance of specified areas in the school grounds and at our Vocational Education Centre, as directed by school management.	
MAIN ACTIVITIES:	What the post holder will actually do What prescribed duties the post holder will have
Accountabilities/Responsibilities – appropriate for this post may include: Key duties: 1. Undertake a range of gardening duties within the Vocational Education Centre, this may include hand mowing, digging, trimming, planting, and weeding (including the use of chemicals). 2. Keep paved areas and paths free from litter and excessive accumulation of dirt, snow, rubbish and leaves 3. Safely and securely store allocated materials and equipment clean and carry out day to day basic maintenance of equipment 4. Perform duties in line with health and safety regulations and take action where hazards are identified, including reporting any serious hazards to the appropriate school manager. 5. Ensure, in winter especially, that access roads, pavements, steps and playgrounds are safe for use at all times. 6. Carry out basic maintenance of all equipment, liaising with senior staff on major problems 7. Ensure adequate stocks of tools, equipment and materials necessary for the upkeep of the Centre. 8. Undertake weed control in accordance with local procedures and the use of chemicals Individuals in this role may also assist with: 1. Assist with moving furniture and equipment around the Centre and general portering duties. 2. Assist in the collection and disposal of all refuse and ensure the school buildings and grounds are free of litter and graffiti 3. Undertake general garden maintenance of the centre, fixtures and fittings.	
Support for the Pupils • Under the general supervision and direction of the teacher to implement structured learning activities for individuals and groups of pupils. • To develop positive relationships with pupils to promote pupil progress and attainment. • Support pupils as part of a planned inclusion programme • To implement specific programmes with individual pupils or groups appropriate to the developmental needs of individual children throughout different curriculum areas. • To assist in the development of varying skills that support pupils' learning.	

Support for the Teacher

- To assist in pupil supervision and assist in the management of pupil behaviour.
- To provide short term cover for working groups to which the Teaching Assistant is normally assigned, when the class teacher is unexpectedly unavailable.
- To provide information to the class teacher to assist in the planning of work programmes.
- To assist with the arrangements for out of school learning activities including the administration of work experience.

Support for the School

- To assist in providing an atmosphere in which effective learning can take place.
- To support the promotion of positive relationships with parents, carers and outside agencies.
- To work within school policies and procedures.
- To attend staff training as appropriate.
- To take care for their own and other people's health and safety.
- To be aware of the confidential nature of issues related to home/pupil/teacher/school work

In addition, other duties at the same responsibility level may be interchanged with/added to this list at any time.

AGREED BY:

Head Teacher May 2026

TA2b/Gardener – PERSON SPECIFICATION

REQUIREMENTS (based on the job description)	Essential (E) or Desirable (D)	Identified by: Application form (A), Interview (I), Test (T), References (R) or other (give details)
QUALIFICATIONS		
GCSE grade 4 /C English (or equivalent L2-L3 qual)	E	A
GCSE grade 4 /C Maths (or equivalent L2-L3 qual)	D	A
Relevant Child Care qualification (or equivalent)	D	A
EXPERIENCE		
Some experience of working with young people with special needs	D	A/I
Some experience in a school setting	D	A/I
To understand the growing seasons and be able to advise on allotment style rotation	E	A/I
KNOWLEDGE, SKILLS & ABILITIES		
Ability to relate well to children	E	A/I/R
Ability to work as part of a team	E	A/I/R
Ability to organise activity resources	E	A/I/R
Good communication skills (oral and written)	E	A/I/R
Knowledge of classroom roles and responsibilities	D	A/I/R
Knowledge of the concept of confidentiality	E	A/I/R
Basic knowledge of First Aid	D	A/I/R
Ability to use relevant technology (e.g. video, photocopier)	E	A/I/R
Flexible attitude to work	E	A/I/R
Ability to operate at a level of understanding and competence equivalent to NVQ Level 2 standard	E	A/I
Ability to supervise and assist pupils	E	A/I
Time management skills, Organisational skills	D	A/I
First Aid/Paediatric First Aid Certificate	D	A/I
Good numeracy and literacy skills	E	A/I
Ability to make effective use of ICT	D	A/I
OTHER (including special requirements)		
Commitment to safeguarding and protecting the welfare of children and young people	E	I
Commitment to equality and diversity	E	I
Commitment to health and safety	E	I
Commitment to attendance at work	E	I
Commitment to undertake professional development / INSET	E	I

Please be aware we will always consider your references before confirming a job offer in writing	
PREPARED BY:	Head Teacher May 2026

CLOSING DATE:	12 th June 2026
SHORTLISTING DATE:	12 th June 2026
INTERVIEW DATE:	TBC