


*Do you want the opportunity to make a difference for pupils?  
Are you an inspirational person looking for a new challenge?*

## Cavendish Caretaker

 **Start Date:** May 2026

 **Location:** The Cavendish School, Cambridgeshire

 **Salary:** Scale 6 – points 18 – 22 (£30,559 to £32,654) dependent on experience

 **Contract:** Permanent, Full time

 **Closing Date:** Monday 11<sup>th</sup> May noon.

*We reserve the right to close applications early if a suitable candidate is found.*

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We are proud to be Cambridgeshire's first state-maintained Autism Specialist school and the world's first IB special school. Following our *Outstanding* Ofsted rating in March 2024, we are expanding our provision and are now looking for a, passionate, and innovative **Caretaker** to join our dynamic team.

This is an exciting opportunity to work in a forward-thinking, trauma-informed, and inclusive setting that puts pupil wellbeing at the heart of everything we do. Our pupils are autistic, each with their own strengths and challenges, and our mission — *Enabling the Self* — is to ensure they leave school confident, self-aware, and ready for the future.

### About the Role

As a **Caretaker** at The Cavendish School, you will play a key role in maintaining a safe, welcoming, and well-cared-for environment that enables autistic pupils with complex needs to thrive by:

- ∞ Leading on the day-to-day maintenance, safety, and upkeep of the school site, ensuring all areas are well maintained, compliant, and fit for purpose
- ∞ Taking pride in the school environment and modelling high standards, supporting pupils to understand the importance of caring for shared spaces
- ∞ Working directly with pupils to develop their independence and life skills through meaningful involvement in aspects of site care and maintenance
- ∞ Supporting and facilitating work experience opportunities linked to site management, helping pupils build practical skills and confidence for future pathways
- ∞ Carrying out regular health and safety checks, risk assessments, and responding promptly to maintenance needs
- ∞ Working closely with school leaders and staff to ensure the environment supports pupils' sensory and wellbeing needs
- ∞ Contributing to a whole-school culture that is inclusive, respectful, and rooted in our ethos of "enabling the self"

We are looking for someone who understands that the environment plays a vital role in how pupils feel, learn, and succeed — and who is committed to supporting young people to

develop pride, responsibility, and real-world skills within a setting that celebrates individuality.



## What We're Looking For

- ∞ Someone who is compassionate, proactive, and committed to supporting autistic pupils to succeed
- ∞ Experience working with children or young people, ideally in an educational or specialist setting
- ∞ A genuine interest in therapeutic approaches and trauma-informed education
- ∞ Strong teamwork and communication skills, with the ability to follow guidance and contribute meaningfully to classroom life
- ∞ A calm, flexible, and reflective approach to managing a school environment
- ∞ An enthusiasm for contributing to an inclusive, pupil-centred school ethos
- ∞ A willingness to learn and grow professionally.

Whether you're experienced in special education or excited to transition into this rewarding field, we offer **additional collaborative planning time**, **ongoing CPD**, and a supportive community where your passion will truly make an impact.

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## Why Join Us?

- ∞ An Outstanding-rated autism specialist school with a pioneering IB curriculum
- ∞ A vibrant, therapeutic and supportive school community
- ∞ Access to **professional development**, training, and clinical supervision
- ∞ A team of **passionate professionals** committed to equity and inclusion
- ∞ The chance to **make a real difference** — not just for pupils, but for their families and futures
- ∞ A **Well-being directory** for all staff offering financial supports and to improve wellbeing and work-life balance.
- ∞ **Free school meals** are provided for dining with our pupils.
- ∞ A **50% discount to our trust sports centre** membership
- ∞ An additional **bookable holiday** “Eastern Family Day” for you to take when you require
- ∞ A modern **flexible working** school, with the opportunities for home working and reduced hours.

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If you believe in inclusive, relationship-based practice and want to make a lasting impact in a setting that **celebrates neurodiversity**, then we would love to hear from you.

Prospective applicants are warmly invited to visit the school. Please contact HR to arrange this: [HR@tcs.tela.org.uk](mailto:HR@tcs.tela.org.uk)

### To apply:

Please complete the application form and submit it with a cover letter (max 2 sides) outlining your suitability to: [HR@tcs.tela.org.uk](mailto:HR@tcs.tela.org.uk)

 **Deadline:** Noon, Monday May 11<sup>th</sup> 2026.

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*The Eastern Learning Alliance is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to enhanced DBS checks and satisfactory references.*