

## Application Guidelines

### The Confederation of Community Groups Caretaker/Cleaner

Thank you for your interest in the above vacancy. Please see attached the job description and person specification for the post. If accessing this form from our website please click on the 'job application form' link to access the application form, which includes the Monitoring Form.

Applicants must complete all the application papers – **the use of CVs in any way will not be accepted.**

Under the section headed 'Role Requirements' it is essential that applicants **clearly demonstrate through the use of examples** how they meet the essential and/or desirable criteria required for the post. It is not acceptable to simply restate the criteria. The shortlisting panel will not make assumptions and if applicants do not demonstrate, through examples, how they meet the criteria they will not be shortlisted to the next stage of selection.

The Confederation of Community Groups reserves the right to interview only those who demonstrate on their application form that they fully meet the essential criteria and also the desirable criteria. The Confederation of Community Groups reserves the right to apply additional criteria to facilitate the shortlisting process where necessary. All applicants will be contacted regarding the outcome of their application. However, regretfully, the confederation of Community Groups cannot provide feedback regarding your application.

Completed application and monitoring forms in **Microsoft Word format should** be returned by email to [rjackson@ccgnewry.org](mailto:rjackson@ccgnewry.org) or by post to Raymond Jackson, Confederation of Community Groups, Ballybot House, 28 Cornmarket, Newry by **12 noon on Friday, 6<sup>th</sup> December 2024.**

**Interviews are provisionally planned for Thursday 12<sup>th</sup> and Tuesday 17<sup>th</sup> December 2024.**

The Confederation of Community Groups is only able to accept applications from those individuals who are currently eligible to work in the UK. Candidates who score above the minimum threshold during a recruitment selection process, but whose scores mean they are ranked lower than other successful candidates, may be kept on a reserve list for similar roles for a period of up to six months.

Canvassing will automatically disqualify.

**The Confederation of Community Groups supports the principles of equality of opportunity**

# Confederation of Community Groups

## Personnel Specification

Job Title      Caretaker/Cleaner

		<b>Essential</b>	<b>Desirable</b>
1	Physical	<ul style="list-style-type: none"> <li>&gt; physically fit for moving, lifting, bending etc, good use of hands, good sight &amp; hearing, sufficient speech</li> </ul>	Good Personal presentation
2	Attainments	<ul style="list-style-type: none"> <li>&gt; Previous job experience.</li> <li>&gt; Experience in wide range of repair/DIY skills</li> <li>&gt; Health &amp; Safety Knowledge</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Experience in similar setting.</li> <li>&gt; Experience of heating plant, IT and sound equipment</li> <li>&gt; Experience of industrial cleaning</li> </ul>
3	Motivation/Adjustment	<ul style="list-style-type: none"> <li>&gt; Initiative and drive</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Cope with complex demands</li> </ul>
4	Special Aptitudes	<ul style="list-style-type: none"> <li>&gt; Good communication skills, evidence of working in organised fashion with minimum supervision</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Evidence of team working</li> </ul>
5	Interests	<ul style="list-style-type: none"> <li>&gt; Sympathetic to work of Voluntary Organisations</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Evidence of involvement in groups socially</li> </ul>
6	Disposition	<ul style="list-style-type: none"> <li>&gt; Relate well to others</li> <li>&gt; Prepared to conform to aims and values. Able to maintain confidentially.</li> <li>&gt; Honest</li> </ul>	
7	Circumstances	<ul style="list-style-type: none"> <li>&gt; Assurance on daily punctuality</li> <li>&gt; Flexible working arrangements</li> <li>&gt; Assurance on unsocial hours</li> </ul>	

# GDPR PRIVACY NOTICE FOR JOB APPLICANTS

Data controller (“the Company”): The Confederation of Community Groups

Controller’s representative : Raymond Jackson (Chief Executive)

## ***Introduction***

As part of any recruitment process, the Company collects and processes personal information, or personal data, relating to job applicants. This personal information may be held by the Company on paper or in electronic format.

The Company is committed to being transparent about how it handles your personal information, to protecting the privacy and security of your personal information and to meeting its data protection obligations under the General Data Protection Regulation (“GDPR”) and the Data Protection Act 2018. The purpose of this privacy notice is to make you aware of how and why we will collect and use your personal information during the recruitment process. We are required under the GDPR to notify you of the information contained in this privacy notice.

This privacy notice applies to all job applicants, whether they apply for a role directly or indirectly through an employment agency. It is non-contractual.

The Company has appointed a data compliance manager to oversee compliance with this privacy notice. If you have any questions about this privacy notice or about how we handle your personal information, please contact Raymond Jackson (Chief Executive), Ballybot House 28 Cornmarket, Newry BT35 8BG phone 028 30 61022 ext 233, or email [rjackson@ccgnewry.org](mailto:rjackson@ccgnewry.org).

## ***Data protection principles***

Under the GDPR, there are six data protection principles that the Company must comply with. These provide that the personal information we hold about you must be:

1. Processed lawfully, fairly and in a transparent manner.
2. Collected only for legitimate purposes that have been clearly explained to you and not further processed in a way that is incompatible with those purposes.
3. Adequate, relevant and limited to what is necessary in relation to those purposes.
4. Accurate and, where necessary, kept up to date.
5. Kept in a form which permits your identification for no longer than is necessary for those purposes.
6. Processed in a way that ensures appropriate security of the data.

The Company is responsible for, and must be able to demonstrate compliance with, these principles. This is called accountability.

## ***What types of personal information do we collect about you?***

Personal information is any information about an individual from which that person can be directly or indirectly identified. It doesn’t include anonymised data, i.e. where all identifying particulars have been removed. There are also “special categories” of personal information, and personal information on criminal convictions and offences, which requires a higher level of

protection because it is of a more sensitive nature. The special categories of personal information comprise information about an individual's racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, health, sex life or sexual orientation and genetic and biometric data.

The Company collects, uses and processes a range of personal information about you during the recruitment process. This includes (as applicable):

- your contact details, including your name, address, telephone number and personal e-mail address
- personal information included in a CV, any application form, cover letter or interview notes
- references
- information about your right to work in the UK and copies of proof of right to work documentation
- copies of qualification certificates
- copy of driving licence
- other background check documentation
- details of your skills, qualifications, experience and work history with previous employers
- information about your current salary level, including benefits and pension entitlements
- your professional memberships

The Company may also collect, use and process the following special categories of your personal information during the recruitment process (as applicable):

- whether or not you have a disability for which the Company needs to make reasonable adjustments during the recruitment process
- information about your racial or ethnic origin, religious or philosophical beliefs and sexual orientation
- information about criminal convictions and offences.

### ***How do we collect your personal information?***

The Company collects personal information about you during the recruitment process either directly from you or sometimes from a third party such as an employment agency. We may also collect personal information from other external third parties, such as references from current and former employers, information from background check providers, information from credit reference agencies and criminal record checks from the Disclosure and Barring Service (DBS). Other than employment agencies, the Company will only seek personal information from third parties during the recruitment process once an offer of employment or engagement has been made to you and we will inform you that we are doing so.

You are under no statutory or contractual obligation to provide personal information to the Company during the recruitment process.

Your personal information may be stored in different places, including on your application record, in the Company's HR management system and in other IT systems, such as the e-mail system.

### ***Why and how do we use your personal information?***

We will only use your personal information when the law allows us to. These are known as the legal bases for processing. We will use your personal information in one or more of the following

circumstances:

- where we need to do so to take steps at your request prior to entering into a contract with you, or to enter into a contract with you
- where we need to comply with a legal obligation
- where it is necessary for our legitimate interests (or those of a third party), and your interests or your fundamental rights and freedoms do not override our interests.

We need all the types of personal information listed under “*What types of personal information do we collect about you?*” primarily to enable us to take steps at your request to enter into a contract with you, or to enter into a contract with you, and to enable us to comply with our legal obligations. In some cases, we may also use your personal information where it is necessary to pursue our legitimate interests (or those of a third party), provided that your interests or your fundamental rights and freedoms do not override our interests. Our legitimate interests include: pursuing our business by employing employees, workers and contractors; managing the recruitment process; conducting due diligence on prospective staff and performing effective internal administration.

The purposes for which we are processing, or will process, your personal information are to:

- manage the recruitment process and assess your suitability for employment or engagement
- decide to whom to offer a job
- comply with statutory and/or regulatory requirements and obligations, e.g. checking your right to work in the UK
- comply with the duty to make reasonable adjustments for disabled job applicants and with other disability discrimination obligations
- ensure compliance with your statutory rights
- ensure effective HR, personnel management and business administration
- monitor equal opportunities
- enable us to establish, exercise or defend possible legal claims

Please note that we may process your personal information without your consent, in compliance with these rules, where this is required or permitted by law.

### ***What if you fail to provide personal information?***

If you fail to provide certain personal information when requested, we may not be able to process your job application properly or at all, we may not be able to enter into a contract with you, or we may be prevented from complying with our legal obligations. You may also be unable to exercise your statutory rights.

### ***Why and how do we use your sensitive personal information?***

We will only collect and use your sensitive personal information, which includes special categories of personal information and information about criminal convictions and offences, when the law allows us to.

Some special categories of personal information, i.e. information about your health, and information about criminal convictions and offences, is processed so that we can perform or exercise our obligations or rights under employment law and in line with our data protection policy.

We may also process information about your health and information about any criminal

convictions and offences where we have your explicit written consent. In this case, we will first provide you with full details of the personal information we would like and the reason we need it, so that you can properly consider whether you wish to consent or not. It is entirely your choice whether to consent. Your consent can be withdrawn at any time.

The purposes for which we are processing, or will process, health information and information about any criminal convictions and offences, are to:

- assess your suitability for employment or engagement
- comply with statutory and/or regulatory requirements and obligations, e.g. carrying out criminal record checks
- comply with the duty to make reasonable adjustments for disabled job applicants and with other disability discrimination obligations
- ensure compliance with your statutory rights
- ascertain your fitness to work
- ensure effective HR, personnel management and business administration
- monitor equal opportunities

Where the Company processes other special categories of personal information, i.e. information about your racial or ethnic origin, religious or philosophical beliefs and sexual orientation, this is done only for the purpose of equal opportunities monitoring in recruitment and in line with our data protection policy. Personal information that the Company uses for these purposes is either anonymised or is collected with your explicit written consent, which can be withdrawn at any time. It is entirely your choice whether to provide such personal information.

We may also occasionally use your special categories of personal information, and information about any criminal convictions and offences, where it is needed for the establishment, exercise or defence of legal claims.

### ***Change of purpose***

We will only use your personal information for the purposes for which we collected it, i.e. for the recruitment exercise for which you have applied.

However, if your job application is unsuccessful, the Company may wish to keep your personal information on file for in case there are future suitable employment opportunities with us. We will ask for your consent before we keep your personal information on file for this purpose. Your consent can be withdrawn at any time.

### ***Who has access to your personal information?***

Your personal information may be shared internally within the Company for the purposes of the recruitment exercise, including with members of the HR department, members of the recruitment team, managers in the department which has the vacancy and IT staff if access to your personal information is necessary for the performance of their roles.

The Company will not share your personal information with third parties during the recruitment process unless your job application is successful and we make you an offer of employment or engagement. At that stage, we may also share your personal information with third parties (and their designated agents), including:

- external organisations for the purposes of conducting pre-employment reference and employment background checks

- the DBS, to obtain a criminal record check
- former employers, to obtain references
- professional advisors, such as lawyers

We may also need to share your personal information with a regulator or to otherwise comply with the law.

We may share your personal information with third parties where it is necessary to steps at your request to enter into a contract with you, or to enter into a contract with you, where we need to comply with a legal obligation, or where it is necessary for our legitimate interests (or those of a third party).

***How does the Company protect your personal information?***

The Company has put in place measures to protect the security of your personal information. It has internal policies, procedures and controls in place to try and prevent your personal information from being accidentally lost or destroyed, altered, disclosed or used or accessed in an unauthorised way. In addition, we limit access to your personal information to those employees, workers, agents, contractors and other third parties who have a business need to know in order to perform their job duties and responsibilities. You can obtain further information about these measures from our data compliance manager.

Where your personal information is shared with third parties, we require all third parties to take appropriate technical and organisational security measures to protect your personal information and to treat it subject to a duty of confidentiality and in accordance with data protection law. We only allow them to process your personal information for specified purposes and in accordance with our written instructions and we do not allow them to use your personal information for their own purposes.

The Company also has in place procedures to deal with a suspected data security breach and we will notify the Information Commissioner's Office (or any other applicable supervisory authority or regulator) and you of a suspected breach where we are legally required to do so.

***For how long does the Company keep your personal information?***

The Company will only retain your personal information for as long as is necessary to fulfil the purposes for which it was collected and processed.

If your application for employment or engagement is unsuccessful, the Company will generally hold your personal information for six months after the end of the relevant recruitment exercise but this is subject to: (a) any minimum statutory or other legal, tax, health and safety, reporting or accounting requirements for particular data or records, and (b) the retention of some types of personal information for up to [six years] to protect against legal risk, e.g. if they could be relevant to a possible legal claim in a tribunal, County Court or High Court. If you have consented to the Company keeping your personal information on file for in case there are future suitable employment opportunities with us, the Company will hold your personal information for a further six months after the end of the relevant recruitment exercise, or until you withdraw your consent if earlier.

If your application for employment or engagement is successful, personal information gathered during the recruitment process will be retained for the duration of your employment or engagement and in accordance with the privacy notice for employees, workers and contractors.

Personal information which is no longer to be retained will be securely and effectively destroyed or permanently erased from our IT systems and we will also require third parties to destroy or erase such personal information where applicable.

In some circumstances we may anonymise your personal information so that it no longer permits your identification. In this case, we may retain such information for a longer period.

### ***Your rights in connection with your personal information***

As a data subject, you have a number of statutory rights. Subject to certain conditions, and in certain circumstances, you have the right to:

- request access to your personal information - this is usually known as making a data subject access request and it enables you to receive a copy of the personal information we hold about you and to check that we are lawfully processing it
- request rectification of your personal information - this enables you to have any inaccurate or incomplete personal information we hold about you corrected
- request the erasure of your personal information - this enables you to ask us to delete or remove your personal information where there's no compelling reason for its continued processing, e.g. it's no longer necessary in relation to the purpose for which it was originally collected
- restrict the processing of your personal information - this enables you to ask us to suspend the processing of your personal information, e.g. if you contest its accuracy and so want us to verify its accuracy
- object to the processing of your personal information - this enables you to ask us to stop processing your personal information where we are relying on the legitimate interests of the business as our legal basis for processing and there is something relating to your particular situation which makes you decide to object to processing on this ground
- data portability - this gives you the right to request the transfer of your personal information to another party so that you can reuse it across different services for your own purposes.

If you wish to exercise any of these rights, please contact our data compliance manager. We may need to request specific information from you in order to verify your identity and check your right to access the personal information or to exercise any of your other rights. This is a security measure to ensure that your personal information is not disclosed to any person who has no right to receive it.

In the limited circumstances where you have provided your consent to the processing of your personal information for a specific purpose, you have the right to withdraw your consent for that specific processing at any time. This will not, however, affect the lawfulness of processing based on your consent before its withdrawal. If you wish to withdraw your consent, please contact our data compliance manager. Once we have received notification that you have withdrawn your consent, we will no longer process your personal information for the purpose you originally agreed to, unless we have another legal basis for processing.

If you believe that the Company has not complied with your data protection rights, you have the right to make a complaint to the Information Commissioner's Office (ICO) at any time. The ICO is the UK supervisory authority for data protection issues.

### ***Transferring personal information outside the European Economic Area***

The Company will not transfer your personal information to countries outside the European Economic Area.



***Automated decision making***

Automated decision making occurs when an electronic system uses your personal information to make a decision without human intervention.

We do not envisage that any recruitment decisions will be taken about you based solely on automated decision-making, including profiling.

***Changes to this privacy notice***

The Company reserves the right to update or amend this privacy notice at any time. We will issue you with a new privacy notice when we make significant updates or amendments. We may also notify you about the processing of your personal information in other ways.

***Contact***

If you have any questions about this privacy notice or how we handle your personal information, please contact our data compliance manager as follows: Raymond Jackson (Chief Executive), Ballybot House 28 Cornmarket, Newry BT35 8BG phone 028 30 61022 ext 233, or email [rjackson@ccgnewry.org](mailto:rjackson@ccgnewry.org)

I acknowledge receipt of this privacy notice and I confirm that I have read and understood it.

Signed: .....

Print name: .....

Dated: .....

**Confederation of Community Groups  
(Newry & District)**

**Job Description**

**Role:** Caretaker/Cleaner

**Salary:** £21,157 per annum (pro rata)

**Location:** Ballybot House & An Stóras, Cornmarket, Newry.

**Contract:** Full Time / \* Part Time Permanent (subject to a 6-month probationary period).

**Hours:** Full Time: 35 hours per week to include shift work (see below).

Part Time: \* option also available for afternoon/evenings only up to 20 hours per week  
(see below)

**Leave:** 23 days per annum plus 12 days statutory holidays (pro rata)

**Reporting to:** Chief Executive Officer

**Pre-employment checks:** Subject to Referees and Medical report

**Role & responsibility:** The Caretaker/Cleaner will be required to maintain a high standard of cleanliness in his/her allocated area. He/She will be required to work in close co-operation with other members of his or her team, and he/she is required to respect the confidentiality of matters relating to clients and staff.

**Job Content**

**Duties:**

- (1) General cleaning of building including toilets, storerooms, bin areas, walls, windows, light fittings, ventilators and floors.
- (2) Keeping surrounding areas clean & tidying grounds/carpark area. Ensuring drains are kept—unblocked and clean.
- (3) Cleaning and storing of equipment
- (4) Daily and weekly maintenance of surfaces to include:
  - (a) Dust control, mopping and/or vacuum cleaning.
  - (b) Damp mopping hard floors.
  - (c) Machine buffing, spray cleaning, scrubbing floors as directed.
  - (d) Hoovering & Shampooing of carpets and textile covered furniture.
  - (e) Sweeping, damp mopping and/or scrubbing lifts and staircases.
  - (f) Damp dusting furniture, fittings, ledges and equipment.
  - (g) Cleaning telephones and mirrors
  - (h) Emptying and cleaning waste paper bins
  - (i) Cleaning sanitary areas including WC bowls, urinals etc.
  - (j) Cleaning of surfaces, paintwork, tiles, partition glass to remove marks etc.
  - (k) High and low level dusting.
  - (l) Cleaning & polishing of Formica, PVC covered chairs, furniture, fittings etc.
  - (m) Cleaning all items of domestic equipment after use
- (5) Checking deliveries and putting away of domestic stores to appropriate store room.
- (6) Bagging of waste, removing rubbish bags and placing them for collection
- (7) Daily and weekly care of machinery, materials & equipment.
- (8) Reporting to line Manager the need for repairs to fabric, furniture, fittings and own equipment.
- (9) Replenish supplies of toilet rolls, soap and paper towels.
- (10) Laundry duties as required.
- (11) Following cleaning methods as instructed.
- (12) Attending to hospitality as instructed.
- (13) Arranging rooms for meetings & conferences by setting out chairs & tables and tidying up immediately afterwards.
- (14) Requisition of cleaning materials.
- (15) Carrying out minor repairs, checking machinery and equipment and reporting faults.
- (16) Regulation of heating system and checking this is functioning properly, recording and checking output levels and arranging of servicing etc.
- (17) Opening up and securing of building.
- (18) To carry out any other duties as required.

### **Health & Safety Responsibilities**

1. Wearing protective clothing provided.
2. Adherence to hygiene regulations.
3. Following work schedules.
4. Reporting of accidents immediately they occur.
5. Comply and assist with emergency evacuation procedures in event of emergency or drill.
6. Inspect premises prior to locking-up to ensure no article has been left which would incur danger to the premises and ensure all doors and windows are locked and secured.

### **Other**

> The Full-time caretaker/cleaner is required to work on an alternating shift —rota as follows:

Shift A		Shift B,	
Mon	7.30am — 3pm	Mon	3pm — 10.30pm
Tues	730am —3pm	Tues	3pm — 10.30pm
Wed	3pm — 10.30pm	Wed	7.30am — 3pm
Thur	3pm— 10.30pm	Thur	7.30am — 3pm
Fri	7.30am — 3pm	Fri	12.30 — 8pm-

- For operational reasons the starting and/or finishing times of shifts may be adjusted.
- Breaks of ½ Hr are unpaid, tea breaks as agreed with the line-manager are paid.
- \* If a part-time post is more suitable then an alternative 5.00 p.m. – 10.00 p.m. shift system can be offered (Mon – Thur) and include an option of shift rotation in agreement with the full-time caretaker.