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| Job Title:  | Painter & Decorator | Location/Service: | CS |
| Department: | E&F  | Reports To: | Painter & Decorator Supervisor |
| Responsible For: | Ensuring high standards of decoration | Budgetary Responsibility: | None |
| Level of DBS Check Required: | Enhanced | Expected Regulatory Responsibility: | None |
| Does the role require travel to multiple sites? | Yes |
| Purpose: |
| This Group role is an essential part of the Grounds and Maintenance sub department and will ensure our properties, homes and external fabric are maintained to a high standard.  |
| **Key Role Responsibilities/Accountabilities:** |
| * To carry out painting and decorating duties
* To promote health and safety by having a working knowledge of health and safety regulations as they apply to own working environment
* To promote health and safety awareness by setting a good example
* To ensure that mechanical aids, steps and other equipment are fit for the purpose, in a safe condition and used correctly
* To carry out reasonable overtime requests, as agreed with Painting and Decorating Supervisor.
* To carry out the reasonable instructions of Painting and Decorating Supervisor
* To attend training courses as required
* In carrying out the tasks in this job description you have a duty (under Health & Safety legislation) to take reasonable care for the health and safety of yourself and that of others. This implies taking positive steps to understand the hazards in the workplace, complying with safety rules and procedures and to ensure that nothing you do, or fail to do, puts yourself or others at risk. This includes contributing to a safe and secure environment for people we support.

N.B. The post holder may be expected to undertake additional responsibilities that are reasonably required, appropriate to grade and capability. This job description will be regularly reviewed, involving the post holder, to ensure that it continues to reflect service priorities and developments. |
| Legal and Statutory Responsibilities for all Colleagues: |
| Safeguarding: All colleagues have a duty to maintain a basic level of understanding of safeguarding, signs of neglect or abuse and how to raise a safeguarding concern as outlined in the organisations Safeguarding and Whistleblowing policies. Health & Safety: All colleagues have a duty to take reasonable care for the health and safety of themselves and others. This includes contributing to a safe and secure environment for the people who use our services.Training Compliance: All colleagues are responsible for maintaining compliance with all mandatory training required for the specific job role they undertake or service they work in, any required qualifications and maintaining any required professional registrations to ensure professional skills and knowledge remain up to date. Information Governance: All colleagues have a duty to main the confidentiality and integrity of any sensitive or personal data that they access or use within their role. Diversity and Inclusion: All colleagues are expected to contribute to the development of an inclusive workplace and treat others with dignity and respect at all times. Line Management: Roles with line management responsibility are expected to ensure all direct reports, and teams they oversee, receive the appropriate levels of supervision and have an annual performance review and contribute to a culture of continuous improvement and development.  |
| Person Specification: |
| **Knowledge**

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| * Essential - Knowledge of painting & decorating
* Desirable - Knowledge of health & safety issues

**Skills and Abilities*** Essential - Ability to attend work punctually and reliably
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| * Essential - Ability to follow schedules and produce good quality work
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| * Essential - Ability to communicate effectively and follow instructions accordingly
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| * Essential - Ability to work well as part of a team
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| * Essential - Ability to work under own initiative and in a proactive manner
* Essential - Ability to climb stepladders, ladders, etc, and any other equipment necessary to fulfil the role

**Qualifications*** Essential - No criminal record including convictions, cautions, reprimands, bindings over or warnings which may be relevant to the safety and welfare of students/residents or staff
* Essential - Relevant qualification in painting/decorating (NVQ or Equivalent)
* Essential - Current Full UK driving licence

**Experience*** Desirable - Previous experience in all aspects of painting and decorating in a commercial capacity
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| Our Values and Key Attributes: |
| All colleagues are expected to operate in line with our Values and Behaviour Framework at all times. The framework outlines our core values and the behaviours that we consider to uphold each of our values, as well as universal attributes we consider to underpin everything we do.Our ValuesA black and orange text  Description automatically generatedWe put the people we support, families and colleagues at the centre of all we do.A black background with blue text  Description automatically generatedWe recognise that quality comes from our commitment to best practice, improvement and learning; not just compliance.A blue circle with a white house in the middle  Description automatically generatedA pink and black sign with text  Description automatically generatedWe are passionate about improving lives and work together to enable the people we support to achieve their aspirations.We embrace a culture of trust and safety so that each of us can perform to our best and thrive.Universal AttributesA close-up of a logo  Description automatically generated Communication is a two-way street; as well as honesty, we actively listen so we can  understand the needs and views of others.A close-up of a logo  Description automatically generated Good collaboration between individuals strengthens the team as a whole, enabling  us to share ideas, encouraging others to adopt new skills, while learning from others  ourselves.A close up of a sign  Description automatically generated By taking a non-judgmental approach, we can demonstrate empathy and be seen  as approachable, while respecting the culture and opinions of our peers.A close up of a logo  Description automatically generated We are accountable for our own actions, and by sharing the lessons we learn in our  working lives, we do things better individually and more broadly as an organisation. |

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