



## School Minibus Driver (Casual) - JOB DESCRIPTION

**Reporting To:** Senior Admin Officer

**Payscale:** TEAL Associate Staff Pay Scale, Point 2

### **Job Purpose:**

To actively support our core purpose, remembering that “We are here to make great schools and happier, stronger communities so that people have better lives.”

To drive the minibus vehicles for the school to enable pupils to participate fully in a wide variety of activities.

### **Key Responsibilities: Specific**

- Drive school minibus as required for school trips and activities.
- Carry out driving and chaperone duties.
- Comply with all Trust and school policies, motoring laws and safety protocols.
- Ensuring that the minibus is roadworthy in accordance with motoring regulation, performing daily checks and entering into the vehicle logbook, and reporting concerns to the school office.
- Responsible for the welfare, safety and comfort of passengers at all times, and to offer assistance where appropriate.
- Ensure that the required number of seats are in place and secure, and that the necessary wheelchair restraints are available for the planned journey.
- Responsible for the correct use of safety and security equipment in accordance with the instructions given, and the wearing of safety clothing.
- Responsible for the cleanliness of the interior of the vehicle you are driving.
- Return vehicle keys at the school office or to leave them as advised if outside office hours.
- Ensure that all passengers, including yourself, wear a seatbelt at all times.
- Undertake appropriate training when necessary, in consultation with the other staff, e.g. Safeguarding, MIDAS, Manual Handling.
- Not to drive any vehicle or use any equipment unless fully trained, confident and fit to drive.
- Supply a copy of your driving licence every 6 months on request, and to immediately advise TEAL of any changes or endorsements to your licence.
- Work co-operatively with all disciplines of staff.

### **Key Responsibilities: General**

The post holder will be required to act on their own initiative or on the authority delegated from their line manager or a member of the School/TEAL SLT.

The post holder will be expected to work within TEAL and the schools' policies and procedures and uphold the organisation's values and vision.

The job description is not intended to be a complete list of duties and responsibilities but details the major requirements of the post. It may be amended at a future time, to take account of the developing needs of TEAL. The post holder will undertake any other duties appropriate to the remit.

TEAL is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment.

The Health and Safety at Work etc. Act, 1974 and other associated legislation places responsibility for Health and Safety on all employees, therefore it is expected that everyone takes reasonable care for their own health and safety and the health and safety of others.

The above duties may involve having access to information of a confidential nature, which may be covered by General Data Protection Regulations (GDPR) 2018, and by Part 1 of Schedule 12A to the Local Government Act, 1972. Confidentiality must always be maintained and employees must work with and process personal and sensitive information in accordance with Data Protection Act 2018 including the GDPR. Employees must protect the safety and security of information (e.g. using strong passwords, reporting breaches, and ensuring information is stored and disposed of securely).

**The key competencies and behaviours commensurate with this post are identified overleaf.**



## Ethical Behaviours Charter

| Competency      | We do this by  |
|-----------------|--|
| <b>Trust</b>    | <ul style="list-style-type: none"><li>• Being reliable, consistent, credible, honest, humble, courageous and kind.</li><li>• Managing emotions and helping others to do the same.</li><li>• Keeping promises and doing what we say we will</li><li>• Having genuine compassion for others</li></ul>  |
| <b>Wisdom</b>   | <ul style="list-style-type: none"><li>• Developing knowledge and expertise, then sharing that knowledge</li><li>• Learning from mistakes and failures and admitting when we are wrong</li><li>• Seeing systems and processes as ways to fulfil our purpose, removing or changing them if they fail in that.</li></ul>  |
| <b>Kindness</b> | <ul style="list-style-type: none"><li>• Being patient, respectful, generous and forgiving.</li><li>• Acting with compassion and care, listening and seeing the person behind the role</li><li>• Focusing on relational practice; building trust and rapport with others by empowering and elevating them.</li></ul>  |
| <b>Justice</b>  | <ul style="list-style-type: none"><li>• Doing what is right, rather than what is popular or easy</li><li>• Ensuring we live our sense of purpose and values in the way we behave, make decisions and communicate.</li><li>• Applying rules in a consistent, transparent and fair way, whilst allowing for discretion and common sense.</li><li>• Valuing difference, building diverse teams and encouraging others to behave responsibly and with moral purpose.</li></ul> |
| <b>Service</b>  | <ul style="list-style-type: none"><li>• Putting ourselves in the service of others.</li><li>• Reducing stress and anxiety in the organisation by modelling calm and considerate behaviour</li><li>• Behaving in a dutiful way, demonstrating humility and self-control.</li><li>• Removing barriers to enable others to do their jobs well</li></ul>   |
| <b>Courage</b>  | <ul style="list-style-type: none"><li>• Holding ourselves to account when something goes wrong.</li><li>• Remaining calm, optimistic and positive in the face of adversity and change.</li><li>• Speaking honestly, openly and with empathy</li></ul>  |
| <b>Optimism</b> | <ul style="list-style-type: none"><li>• Believing in our own ability, and the ability of others, to do what is right to change the world for the better.</li><li>• Calling out negativity, cynicism and dishonesty.</li><li>• Remaining positive and encouraging, helping others to overcome challenges and celebrating their success.</li></ul>   |
| <b>Vision</b>   | <ul style="list-style-type: none"><li>• Anticipating the future and embracing it. Thinking strategically, analysing and assessing information to deliver organisational growth.</li><li>• Reading, researching, networking and sharing learning with others.</li><li>• Believing in the potential of others; helping them be the best they can be.</li></ul>   |