



Regeneration and Community Services

Post Title	Cook		
Post Number	BG01654	Grade	4
Base	Cwm Primary School, Ebbw Vale	Hours	25 hours per week, 39 weeks per year
Car User Allowance	None	Disclosure	Enhanced
Contact	Angela Meredith 01495 355651	Updated	18.11.21
Politically restricted	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes *	

* The position is politically restricted within the provisions of the Local Government and Housing Act 1989 as prescribed in the Local Government Officers (Political Restrictions) Regulations 1990.

Principal Job Purpose

Responsible to: The Assistant Team Leaders Catering

Responsible for: Managing a large team and dealing in a busy environment to organise and supervise the production of meals for Cwm Primary.

Principal Accountabilities

1. To comply with the relevant sections of the Authority's policy statement on Health, Safety and Welfare at Work.
2. To adhere to the principles of the Corporate Equality Policy and ensure commitment to anti-discriminatory practice.
3. To work under the supervision of the Assistant Team Leaders in Catering and communicate relevant information as indicated by Blaenau Gwent Catering policies.
4. To use correct menus and standard recipes in the preparation, of cooking and serving of well cooked appetising meals, within budget limits according to pre-determined specifications and nutritional guidelines set out by the Welsh Assembly Government.

5. Flexibility in being able to identify the needs of the service at short notice, to ensure pupils needs are met.
6. To ensure food, cleaning materials and sundry supplies orders are made regularly and accurately, according to relevant Blaenau Gwent Catering policies and to ensure correct stock control.
7. To organise and supervise the work of other members of catering staff, paying particular attention to hygiene and safety, sickness, the food safety management system and health and safety procedures and to comply with all relevant Blaenau Gwent Catering policies, which are outlined in the various operational handbooks
8. To keep full and accurate entries and records in all books/forms in accordance with administrative procedures laid down by Blaenau Gwent Catering policies, to make relevant returns to the Administration Office and financial procedures (including tills, handling cash).
9. To undertake any training considered necessary for the post and to provide relevant training to staff as required, including staff appraisals.
10. To observe any requirements outlined by Blaenau Gwent Catering quality procedures.
11. To observe Health and Safety regulations.
12. Due to the nature of school catering the timing of annual leave is subject to special arrangements for employees: you are required to take leave during periods of school closure only and not during term time.
13. To adhere to the principles of the Corporate Equality Policy and ensure commitment to anti-discriminatory practice.
14. To comply with the relevant sections of the Authority's policy statement on Health, Safety and Welfare at Work
15. Any other duties as required.

Person Specification – Non Managerial

1. Qualifications & experience	Assessment Method				
	Essential / Desirable	Application Form	Interview	Other (please specify)	Probationary Period
Qualifications/relevant experience	Essential / Desirable	Application Form	Interview	Other (please specify)	Probationary Period
City & Guilds 706/1, 706/2 or NVQ Level 1/2 in Catering. Food Safety Level 2 & 3	Essential	✓			
Other experience					
Experience of working in a catering field	Essential	✓			✓
Experience in supervising staff	Essential	✓			✓
Knowledge/Skills					
Practical Catering skills	Essential		✓		✓
Motivational Skills	Desirable	✓			✓
Knowledge of Health and Safety Regulations within a catering field.	Desirable	✓			✓

2. Welsh Language Requirements (please select one of the following)	Essential / Desirable	Application Form	Interview	Other (please specify)	Probationary Period
Welsh language skills are desirable (level 0 in all Welsh Language Levels above).	Desirable	✓			

	Level 0	Level 1 Entry	Level 2 Foundation	Level 3 Intermediate	Level 4 Advanced	Level 5 Proficiency
Listening/Speaking	<input checked="" type="checkbox"/>	<input type="checkbox"/>				
Reading/Understanding	<input checked="" type="checkbox"/>	<input type="checkbox"/>				
Writing	<input checked="" type="checkbox"/>	<input type="checkbox"/>				

Please see "[Welsh Language Skills Guidelines](#)" on the Blaenau Gwent website for further information on the above levels.

3. Special Requirements	Essential / Desirable	Application Form	Interview	Other (please specify)	Probationary Period
Commitment to term time working hours	Essential		✓		
Full drivers licence and access to a car	Essential	✓			

4. Personal Competencies

All competencies are regarded as essential, although it is recognised that some may be achieved over a period of time. All employees are expected to continually develop their competencies in line with the appropriate framework. In addition to those assessed as part of the recruitment process, competencies will be assessed during the probationary period and afterwards through the Authority's performance coaching scheme.

Topic	Competencies	Assessment Method			
		App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Delivering the service	Plans ahead, organises work in advance				✓
	Involves line manager/colleagues in setting and meeting targets				✓
	Reorganises work when necessary		✓ Essential		✓
	Sees tasks through to completion whenever possible				✓
	Seeks help if workload becomes unmanageable				✓
	Uses initiative to report issues that arise that impact on others				✓

Topic	Competencies	Assessment Method			
		App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Improvement & Change	Is prepared to try new things & feed back results				✓
	Understands that changes are needed if things are to be improved				✓
	Finds new and creative ways of doing things better	✓ Essential			✓
	Actively seeks to develop own skills and knowledge				✓
	Learns from mistakes & welcomes constructive feedback				✓

Topic	Competencies	Assessment Method			
		App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Providing Excellent Customer Service	Recognises the importance of high standards of customer service		✓ Essential		✓
	Is committed to providing an excellent service to the all the citizens of Blaenau Gwent	✓ Essential			✓
	Understands the links between own professionalism and the possible impact on the Authority's image		✓ Essential		✓
	Has a professional attitude that sets an example to colleagues				✓
	Takes pride in own work and that of colleagues				✓
	Is respectful, courteous and helpful at all times				✓

Topic	Competencies	Assessment Method			
		App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Team Working	Reacts constructively to others' suggestions and requests		✓ Essential		✓
	Recognises potential value of others' opinions and actively seeks their contributions	✓ Essential			✓
	Asks for help when necessary				✓
	Actively seeks to help others				✓
	Is aware of the impact of own behaviour on others				✓

Topic	Competencies	Assessment Method			
		App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Communicating	Adapts content and style to help others understand				✓
	Makes sure that people are regularly informed				✓
	Uses appropriate language, gestures and tone when talking with others		✓ Essential		✓
	Checks others have understood & seeks advice when necessary	✓ Essential			✓
	Actively seeks to improve all forms of communication with others		✓ Essential		✓
	Communicates professionally by using formal channels appropriate to the situation				✓