



Role Profile

Environmental Cleansing Operative
IES - Operational Services

Role Profile: Environmental Cleansing Operative	Role Profile Number: SBC_10553
Directorate: IES - Operational Services	Reporting to: Environmental Cleansing Supervisor
Grade: CFL 2	Date Prepared: 8 September 2026

Our Values

Our [Values](#) shape how we work for the people of Swindon. They guide how we make decisions, how we deliver services and how we work with our communities and partners.

Our Values are:

We SEE – people, not problems – and stay curious to understand their story.

We HEAR – each other and the people we serve

We CARE – about our colleagues, our residents and our community

We ACT – with integrity, accountability and purpose

We LEARN – from data, feedback and experience so we keep improving

These five values describe the standards we hold ourselves to as a Council, and what residents and partners can expect from us.

The Swindon Commitment

The [Swindon Commitment](#) shows how we bring our Values to life every day, in every role, across all that we do. It turns our Values into practical promises between the Council, our colleagues and the people we serve so we can work together to deliver the best possible services and support.

Created with colleagues from across the organisation, the Swindon Commitment sets out a shared understanding of how we work, lead and behave. Rooted in our five core values, it reflects how we listen to, include and respond to residents, communities and each other.



Purpose:

Operations encompasses a wide range of high-profile frontline services, including Grounds Maintenance, Parks and Open Spaces, Waste Collection and Management, Environmental Cleansing and EnviroCrime.

These highly visible services are key priorities for both Members and residents of the Borough and have a significant influence on how stakeholders perceive the Council.

Operations' response to the challenges facing the Council will support a customer-focused service delivery model that demonstrates value for money and embeds a culture of continuous improvement. In doing so, the service will contribute to achieving the Council's Vision and delivering positive outcomes for residents.

Significant change is taking place across the Council and within Operations as we respond to increasing demand, changing expectations and diminishing resources. This requires a flexible, customer-focused and efficient approach to service delivery.

The purpose of this role is to maintain a high standard of cleanliness across the Borough of Swindon, ensuring that public spaces and the wider environment are well maintained, safe and welcoming for residents, visitors and businesses.

Key responsibilities and accountabilities:

1. Drive and be responsible for allocated vehicles. Duties will include vehicle checks and required maintenance and cleaning.
2. Either individually, or as a team member, carry out duties concerned with the sweeping, collection, removal and disposal of litter, fly tipping, emptying of bins, leaves etc from public spaces and council buildings as and when identified (including roads, pavements and shopping areas) to meet service area levels of cleanliness, deadlines and targets.
3. Operation of a range of vehicles, tools, materials and equipment for which appropriate training will be provided.
4. Undertake the removal of fly tipping, locate and report any identifying material to the management team and support the prosecution of fly tipping offenders when required to do so
5. When required to do so open and close toilets and maintain their cleanliness to agreed standards.
6. Properly complete daily paperwork and return it to the Workflow co-ordinator or supervisor on a daily basis.

7. Perform any other duties which can reasonably be accommodated within the grade of this post as may be required by the Service Manager, Supervisor or Team Leader.
8. Report any accident damage, near misses or other incidents to the Team Leader, Supervisor or Service Manager as soon as possible.
9. Trained in the disposal of hypodermic needles.
10. Required to remove dead animals.
11. Sometimes required to clear debris, blood, vomit and faeces and to carry out re-active cleaning associated with anti-social activities such as drug abuse, alcohol abuse, rough sleeping and vandalism etc.
12. Removal of broken glass from the public highway.
13. Learn different routes as required in order to maintain delivery of services and when instructed to do so, train others on routes as required.
14. Removal of graffiti / fly posting from Council structures, buildings and surfaces.
15. Removal / Installation of litter bins
16. Assist in the application of Road Salt to pedestrian areas of the public highway in periods of ice or snow.
17. At all times ensure the safety and wellbeing of self, colleagues and members of the public.
18. Maintain a high level of self-motivation, moral and discipline.
19. At all times be polite, helpful and informative to members of the public and colleagues.
20. When on duty, be dressed in uniform which is to be kept clean and tidy.
21. Participate in the Council's staff appraisal systems and ensure that any identified personal training needs and/or development are discussed at these.
22. Undertake training relevant to the duties required.
23. Promote equality and diversity best practice in all areas of work.
24. Be committed to working in a manner which does not discriminate against any individual or group regardless of ethnic origin, sexual orientation, disability, age, religion or gender.

This job description is intended as a general guide to the duties of the post and is not inflexible. It may be altered from time to time to reflect the changing needs of the organisation in consultation with the post holder.

Supplementary Accountabilities

1. In accordance with the provisions of the Health & safety at Work etc. Act 1974 and the Management Health & Safety at Work Regulations 1999 you must take reasonable care so as not to endanger yourself or other persons whilst at work. You must also co-operate with the Council to enable it to comply with its statutory duties for health and safety.
2. You must work in accordance with training or instructions given, make proper use of any personal protective equipment, provided and inform your Team Leader, Supervisor or service Manager of any hazardous situations or risks of which you are aware as soon as you become aware of them.
3. You must ensure you undertake responsibilities relating to your position as detailed within your Directorate Health & Safety Policy.

Professional

- Verbal contact with Council employees and members of the public

Creativity and Innovation

- To suggest any improvements or alternate means for delivery of services – including the better use of labour, transport and materials etc
- Challenge procedures and suggest alternatives

Decision making:

- Make non-critical work based decisions in line with established procedures and guidelines.

Creativity and innovation

- Evaluate suitable equipment, tools and materials for the actions being undertaken
- Make working decision based on Risk assessments and Safe Systems of Work

Job Scope

Number and types of jobs managed: N/A

Budget Holder: No

Budget Value:	N/A
Asset Responsibility:	£25,000 (Vehicles) Up to £100,000 (Mechanical Sweepers)

PERSON SPECIFICATION

Qualifications:	Essential or Desirable
NVQ in street cleaning	D
Knowledge and Experience:	
Experience of working in an outdoor environment	E
Demonstrable experience of working in a cleaning/waste (or similar) environment	E
Knowledge and experience of cleaning maintenance	D
Use and knowledge of high pressure jetting equipment	D
Detailed knowledge of graffiti solvents and of their usage and application	D
Aptitudes, Skills and Competencies:	
Full Driving Licence	E
Excellent communication skills	E
Ability to understand written and verbal instructions	E

Other Key Features of the role

It should be noted that the duties and tasks associate with this post may change from time to time without altering their general character or the level of responsibility entailed. The above duties and activities associated with this job are neither exclusive nor exhaustive and the job holder may be called upon to carry out other such appropriate duties as may be required within the grading level of the job.

