



ST ALBANS  
SCHOOL

# Skilled Grounds Person

FOR JULY 2022 or earlier



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## THE SCHOOL

St Albans School is a multi-dimensional institution: academic excellence, intellectual development and strong pastoral care lie at the core of an exceptional holistic education, enabling us to identify and nurture each pupil's potential. Our fundamental and unremitting focus on our pupils' wellbeing gives them the self-confidence and self-belief to do, and to give of, their best. Inspirational teaching ensures strong intellectual development whilst outstanding provision and achievements in the wider curriculum enrich each pupil's experience. Our pupils develop important values, qualities and skills, as well as learning an awareness and understanding of the wider world as they determine the contribution they intend to make to it in their adult lives.

We believe that a good education comprises so much more than just academic work and intellectual development. Significant emphasis is placed on wellbeing and pastoral care (organised by section and year group): the warmth and friendliness of the School community is one of its great strengths and distinctive features. The School's vision is *to help each pupil flourish intellectually and personally, developing self-knowledge and self-confidence in order to find meaning and purpose in life*. Further information about the School's motto, ethos, aims, vision and values can be found at <https://www.st-albans.herts.sch.uk/about-us/aims-ethos/>.

The School has a fine reputation for academic achievement, for success in university entrance and for achievement thereafter. Distinguished Old Albanian academics include Professor Lord Renfrew, formerly Master of Jesus College, Cambridge; the late Dr John Barber, formerly Vice Provost of King's College, Cambridge; and the late Professor Stephen Hawking. Academic standards are consistently very high: the ten-year average of A levels graded A\*, A or B exceeds 90%, and recent years have seen record achievement with A\* grades. At (I)GCSE the ten-year average of 9-7/A\*-A grades is 84% with record achievement at grades 9-8/A\* in the last few years. Further information about examination results can be found at <https://www.st-albans.herts.sch.uk/information/#exam-results>.

However, the School sees examination results as a means to an end rather than an end in themselves and the importance of the learning journey is prioritised. The focus of teaching and learning is to ensure students are educated in the fullest sense so that they may be productive in their communities in the spirit of the School motto (*non nobis nati* – born not for ourselves) and fulfil their potential. St Albans School students are holistic learners who take responsibility for their own learning and we equip them, via our Learning to Learn (LTL) programme, with the theoretical, practical and creative skills to thrive in any environment and to have well developed skills of independent learning in order to be able to prosper in higher education and the workplace. Our teachers are subject specialists with a commitment to developing transferable skills as well as excellent subject knowledge; they are innovative and creative in their pedagogical approaches and have high expectations for their pupils. Support and training are provided by the Teaching and Learning Team who aim to develop and extend the professional community within and beyond the School.

All teachers are provided with a School laptop with wi-fi connectivity to smart boards in classrooms. The School's BOYD scheme for Third Form (Year 9) pupils is now in its third year. Whilst teaching and



learning is not exclusively undertaken via digital means, teachers deploy a wide range of digital strategies and all classes utilise Microsoft Teams and OneNote notebooks.

The co-curriculum plays a vital role in developing values, skills and qualities in preparation for adult life: drama, music, sport, CCF and the Duke of Edinburgh's Award Scheme are all thriving as is our extensive partnership scheme with local state-maintained schools.

The vast majority of our leavers are successful in securing places on competitive courses at Russell Group universities. The most popular destinations in recent years have been Bath, Bristol, Birmingham, Cambridge, Durham, Exeter, Leeds, Manchester, Nottingham, Oxford, Warwick and York.

St Albans School is among the most ancient educational foundations in the world and can trace its history back to its foundation in 948AD. After the dissolution of the monasteries, the School's activities were temporarily suspended before its re-founding in 1570. This was made possible by Queen Elizabeth I's grant of the wine licences for the borough of St Albans to Sir Nicholas Bacon, Lord Verulam and Lord Keeper of the Great Seal, who used the income to pay the annual salary of the Master of the School. For 300 years the School flourished in the Lady Chapel of the Abbey, until in 1870 it moved to occupy the Great Gateway of the Abbey and the beautiful adjacent site overlooking the remains of the Roman City of Verulamium. The School has not, therefore, been a Church Foundation since the Reformation, but its historical links with the Abbey have naturally helped to shape its character, and the School still meets for Assembly in the Abbey twice a week.

The School was, for much of the twentieth century, a Direct Grant school, but is now fully independent. The current Headmaster, like his recent predecessors, is a member of the Headmasters' and Headmistresses' Conference (HMC). The present school roll is c.880 with a Sixth Form of 310, and the teaching staff numbers some 100.

There has been a great deal of investment in buildings and facilities over recent years. In 2002 the School opened extensive new sports grounds, Woollams, on a 70-acre site on the northern outskirts of the city: the School uses some 45 acres and the Old Albanian Sports Association is the tenant of the remainder. The School competes at a very high level in all the major sports and in cross country has a national reputation. The School owns a well-equipped Field Study Centre, Pen Arthur, in the Brecon Beacons.

The latest additions to the School campus include a new Sports Centre (with swimming pool, sports hall, fitness centre, dance studio and climbing wall) and the purchase of a large building (Aquis Court) on an adjoining site which has been converted into a superb Art School, Sixth Form Centre and a suite of classrooms. The Hall has recently undergone the first phase of a major refurbishment programme, the main feature of which was the construction of a new Music School which was opened in May 2018. The Corfield Building, an outstanding £6.5m facility for Mathematics (on the Upper Ground and First Floors) and the CCF (on the Lower Ground Floor), opened in January 2020. The classrooms vacated by Mathematics have been converted into new facilities for Computer Science (opened in 2020) and additional Science laboratories (2021). There is a rolling programme of refurbishment of academic departments: the vast majority of classrooms and laboratories have been revamped in recent years.



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The School is heavily oversubscribed at all levels of entry. The main ages of entry are ages 11 and 13 for boys, and girls and boys are admitted into the Sixth Form. Scholarships are offered at all ages of entry, and the School is able to provide assistance to some families, in cases of proven need, from its own bursary fund. Entry at 11+ and 13+ is by competitive examination and interview. Many 13+ joiners secure their place through 12+ assessments in the Summer Term of Year 7. Entry into the Sixth Form is by interview and conditional upon GCSE results.

St Albans is a beautiful Cathedral city, with a lively cultural life, surrounded by countryside but only 20 minutes from London by train, with easy access to motorways and airports. It is a relatively affluent area on the edge of a densely populated conurbation with areas of affordable property within easy travelling distance.



## Skilled Grounds Person

The vacancy arises, as the current post holder is moving onto a new role. The Grounds Person will assist in the maintenance of the playing surfaces of its extensive and prestigious multi-sports facilities. They will be joining a dedicated team undertaking all preparatory and cultivation work including minor construction and landscaping activities.

### **Knowledge/Skills/Abilities**

- National/Scottish Vocational Qualification Level 2 Sports Turf Maintenance or IOG National Technical Certificate or BTEC First Diploma/First Certificate in Horticulture.
- Previous experience in the Turf industry.
- Awareness of relevant Health & Safety legislation.
- Formal training in manual handling.
- Groundstaff workload is heavily reliant on the weather and so the ability to deal with a constantly varying workload is essential, as is a flexible and adaptable approach.
- Ability to work effectively on own initiative and as part of a team.
- Valid driving licence.



## JOB DESCRIPTION:

### **Key Responsibilities & Accountabilities**

- Undertake routine preparation and maintenance work on a range of sports facilities and surfaces as detailed on work schedules.
- Undertake all preparatory and cultivation work to maintain high quality, safe playing surfaces.
- Set up all sports pitches or amenity surfaces including the erection, dismantling and maintenance of games equipment.
- Undertake minor construction and landscaping work. Maintain surrounds including hedgerows and fences.
- Grass cutting and other ground maintenance in the School Orchard.
- Drive vehicles and equipment as required for grounds maintenance operations.
- Ensure vehicles and equipment used by Groundstaff are regularly maintained in accordance with routine operating requirements.
- Monitor the use of consumable items and spares and make arrangements for their replenishment.
- Ensure the safe use, storage, calibration and disposal of pesticides and other similar substances. Be responsible for and promote the health and safety of yourself and other members of the Groundstaff team. Respond to emergencies accordingly.
- Ensure work area is kept clean, tidy and secure at all times.
- Establish and maintain effective working relationships with managers, colleagues and users.
- Oversee the work of junior Groundstaff ensuring they are adequately briefed on duties and able to execute them in the correct manner.
- Make recommendations to the Head Groundsman regarding improved work systems and machinery utilization.
- Other duties as reasonably directed by the Head Groundsman.

### **Key Performance Indicators**

- High quality amenities and playing surfaces.
- Level of efficiency in carrying out duties.
- Flexible and proactive approach to work.
- Level of customer satisfaction (feedback from facility users).



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### **Safeguarding Children**

The appointee's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he comes into contact will be to adhere to and ensure compliance with the School's Child Protection Policy Statement at all times. If in the course of carrying out the duties of the post the appointee becomes aware of any actual or potential risk to the safety or welfare of children in the School s/he must report any concerns to the Headmaster or the Designated Safeguarding Lead (DSL).



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## FURTHER INFORMATION

The position is full time, 40 hours per week, with occasional weekend work (for which there is overtime/time of in lieu).

St Albans School is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant skills and abilities. The School recognises the benefits of having a diverse community of staff and pupils who value one another and the different contributions everyone can make. All policies and practices conform to the principle of equal opportunities including recruitment, selection, training, promotion and career development. Staff are selected according to their suitability for the post, irrespective of background or protected characteristic.

Full-time staff receive a remission of two-thirds of school fees for children educated at the School. This provision is subject to the availability of places and to the satisfying of the School's usual entry criteria.

The successful candidate will be auto-enrolled into the contributory pension scheme operated by the Pensions Trust.

St Albans School offers many other non-contractual benefits including free onsite parking, free lunches during term time and free use of the onsite leisure facilities which include swimming pool and gym. The School's Salary Extras online platform gives access to a range of lifestyle benefits and discounts as well as support and guidance with financial matters, health and wellbeing. There is a generous annual budget for staff training and development.

St Albans School is committed to safeguarding young people and promoting the welfare of children. Applicants must be willing to undergo child protection screening, including checks with past employers and the DBS.

Applications should be submitted by **13 July 2022** using the form available at <https://www.st-albans.herts.sch.uk/information/vacancies/>. A CV and a covering letter can be attached to this form. The School reserves the right to make an appointment before the closing date, so early applications are encouraged.