

Groundsperson Permanent, Full-Time, Full Year Contract

Whitgift is a leading independent day and boarding school for boys, with approximately 1500 pupils including over one hundred boarding pupils and flexi boarding pupils. It is set in an attractive 48-acre parkland site in South Croydon enjoying excellent links to London, Surrey and the south coast.

OUTLINE OF POST:

Role Overview

Under the general direction of the Grounds Team Leader carry out the day-to-day operations of the Grounds Team including sports pitch provision and general estate maintenance.

Key Responsibilities

- Undertaking the routine grounds preparation and maintenance of all playing surfaces (grass, hybrid and artificial), as well as amenity areas and other areas at Whitgift School as directed by the Grounds Team Leader.
- The preparation of North Field cricket pitch and the grass cricket nets to the highest possible standard.
- The preparation of Bigside, Puntabout and Edridge hybrid pitches to the highest possible standard.
- Creating, marking out and setting up playing surfaces.
- Maintaining lawns, natural and landscape areas.
- Assisting with the maintenance of livestock.
- Maintaining cleanliness of the school estate.
- Maintaining an up-to-date knowledge of the relevant Health and Safety regulations and other related legislation, guidelines and codes of practice.
- Implementing risk assessments and/or COSHH assessment
- Carrying out all necessary actions for the safe disposal of waste materials.
- Promoting at all times environmentally sustainable and safe working practices
- Ensuring the correct servicing and general maintenance of all Grounds Team equipment reporting any issues to the Grounds Mechanic.
- Assisting with the movement of equipment and materials and their installation around the school in support of events and activities.
- Assisting in the wider preparation for, and running of, various School events, particularly those with a major grounds focus.
- Assisting with traffic management and parking in order to ensure the smooth running of the school.

- In the absence of the Grounds Team Leader, liaising with the Head of Grounds Development and Estate Sustainability on all matters pertaining to the overall maintenance of the school estate and providing support as required. Carrying out such other similar or related duties as may be required by the Grounds and Estate Manager, Chief Operating Officer or Headmaster.

PERSONAL RESPONSIBILITIES

To carry out the duties and responsibilities of the post, in accordance with the School's Health and Safety Policy and relevant Health and Safety Legislation.

The John Whitgift Foundation is committed to safeguarding and promoting the welfare of young and elderly people in their care and expects all staff to share this commitment.

To comply with the Whitgift Equal Opportunities policy and to ensure positive relationships are upheld within the school community, through effective communication, in line with professional norms.

PERFORMANCE STANDARDS

To ensure that all services within the areas of responsibility are provided in accordance with the School's commitment to high-quality service provision.

This job description will usually be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

PERSON SPECIFICATION

Essential:

- Experience in grounds maintenance, sports turf management, landscaping, or a similar outdoor role.
- Ability to prepare and maintain sports pitches and playing surfaces.
- Knowledge of health and safety requirements, including risk assessments and COSHH.
- Ability to operate and maintain grounds maintenance machinery and equipment safely.
- Good practical skills and attention to detail.
- Ability to work independently and as part of a team.
- Good communication and organisational skills.
- Reliable, flexible and willing to support school events when required.
- Commitment to safeguarding and promoting the welfare of children.

Desirable:

- Driving License
- PA1, PA2, PA6 Pesticide Licences

Qualifications

- GCSEs (or equivalent) in English and Mathematics.
- Evidence of relevant grounds maintenance, horticultural, or sports turf experience.
- Level 2 or Level 3 qualification in Sports Turf Management, Horticulture, Agriculture, or a related field.
- LANTRA or NPTC qualifications relevant to grounds maintenance machinery.
- Health and Safety or First Aid certification

FURTHER INFORMATION

A competitive remuneration package, including:

- A Pension Scheme (with Life Assurance cover)
- Free access to an Employee discount Club
- Access to our onsite gym (available at select hours) and our swimming pool (when available, access is extended to staff)
- Discounted school fees for the Foundation Schools (permanent posts only)
- Membership with BUPA
- Onsite parking, when available
- Lunch is available onsite, during term time only.

CONDITIONS OF SERVICE

This position is offered as a full-time, full year role.

The Groundsperson will work 5 days per week and the hours for this role are 8.00 am – 4.30 pm (40 hours per week) with a half -hour unpaid lunch break. There will be occasional requirement for flexibility with start and finishing times to meet the needs of the school. Any changes will be mutually agreed in advance with your line manager.

The salary range for this post will be Point 16-18 on the John Whitgift Foundation Support Staff Salary Scale. The full-time salary will be between £31,751 gross pay per annum (at Point16) to £33,147 gross pay per annum (at Point 18), depending on qualifications and relevant experience.

APPLICATION INFORMATION

We welcome applications from all parts of our community as we aspire to attract staff that match the social and cultural diversity of our student intake.

To apply, please visit www.whitgift.co.uk/vacancies. For any queries, please telephone 020 8688 9222 or e-mail the Human Resources Department at SchoolHR@whitgift.co.uk.

We invite interested candidates to apply as soon as possible as applications will be reviewed on a daily basis, and interviews may take place at any time. This vacancy may close earlier than the stated deadline if sufficient applications are received, so early submission is encouraged.

In line with Home Office requirements under the Immigration, Asylum and Nationality Act 2006, all successful applicants will be required to demonstrate their right to work in the UK by presenting original documents evidencing their identity and eligibility to work in person. Right to work checks may also be completed using the Home Office online right to work checking service (share code).

The School also requires sight of original qualification and professional membership documents as detailed in the application.

Whitgift School (part of the John Whitgift Foundation) is committed to safeguarding and promoting the welfare of young people and vulnerable adults and expects all staff and volunteers to share this commitment. Where applicable, applicants must be willing to undergo child protection screening including checks with past employers and the Disclosure and Barring Service, online media checks and overseas checks. It is an offence to apply for a role at the school if you know that you are barred from regulated activity with children.

All roles within the school involve contact with children and are therefore classed as regulated activity. Child protection and safeguarding are the responsibility of everyone who works or volunteers in our school. All staff must be committed to providing a safe environment for children and supporting the school's safeguarding ethos.

The post is exempt from the Rehabilitation of Offenders Act 1974. Applicants are required to declare all convictions and cautions, even those that are "spent" unless they are "protected" under the DBS filtering rules, to assess suitability to work with children. Shortlisted candidates will be asked to disclose information relevant to safeguarding prior to interview.

July 2026

