



St Paul's School
FOUNDED 1509



St Paul's Juniors



St Paul's School

Candidate Information Pack

Grounds Manager
Last Updated: March 2023

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Pupils grow into confident young adults as a direct result of the autonomy the school provides them and the highest levels of pastoral support.

ISI INSPECTION 2017



Welcome from the High Master



Sally-Anne Huang
High Master

Thank you for your interest in St Paul's School. Appointing the right staff is arguably the most important role of a school leader and the team here are committed to getting to know applicants well during the application process and giving them the opportunity to get to know us too.

I am incredibly proud of my colleagues here at St Paul's – not only their expertise and professionalism but also their warmth and pupil-centred approach. I honestly believe that working at St Paul's provides a unique set of opportunities and is an exciting career move for anyone. Being High Master here is a huge privilege and I hope that you will be as excited about the school and all we do here as I am.



Welcome from St Paul's Juniors



Oliver Snowball
Head, St Paul's Juniors

I'm delighted that you are interested in working at St Paul's School, of which St Paul's Juniors is a part. We enjoy a reputation for all-round academic, sporting, musical and creative excellence, and we make sure days at St Paul's Juniors are filled with fun and purpose.

The team at St Paul's Juniors is, quite simply, brilliant, and a joy to work with. The staff are innovative and engaging. We promote, nurture and develop the key character traits of kindness, respect, integrity, humility and resilience, and we look forward to welcoming new team members who share them.

Welcome to St Paul's School

St Paul's is an independent school offering an outstanding, all-round education for gifted boys aged 7 to 18 years.

We admit highly able, committed and curious boys and care for them in an academic environment tailored to their specific needs, equipping them with the skills to contribute to wider society long after they have left St Paul's. Our entry points are at 7+, 8+, 11+, 13+ and 16+ and admission is following a successful examination process and interview.

Our founder John Colet opened the doors to St Paul's School in 1509 to educate boys "from all nacions and countres indifferently", regardless of race, creed or social background. We are committed to our founder's vision and offer financial support to every boy who is successful in gaining a place at the school on academic merit and fulfils the means-tested bursary criteria. Linked to Colet's vision, we have a wide-ranging partnership programme with schools in the

maintained sector, and charity projects with which all staff are able to become involved, including within our extensive co-curricular programme.

The quality and breadth of a St Paul's education is dependent upon the quality of its staff so we recruit high quality people and look after them well. The atmosphere is relaxed, friendly, supportive and purposeful. Personal professional development for all staff is a high priority, and our pay and package is very generous by sector norms. St Paul's embraces diversity, inclusivity and equal opportunity. We are committed to building a team that represents a variety of backgrounds, personalities and skills.

This is a particularly exciting time to join the school as over the last few years we have

refurbished the senior school site including a new astro-turf pitch, a stunning Drama Centre, featuring the Samuel Pepys theatre, an RIBA award winning Science building and award winning General Teaching Buildings with a central Atrium, John Colet Hall and Chapel, contemporary dining, the Kayton Library and many light airy classrooms overlooking the Thames and playing fields. These modern facilities and the unique positioning of St Paul's, coupled with the structure of the school day, enable the school to offer and unparalleled array of co-curricular activities for the pupils.

We hope that working at St Paul's might be right for you. We are a thriving organisation that draws upon a wide range of different skills, qualifications, roles and responsibilities, whether teaching or other support staff.

For teaching staff, academic excellence is essential and we also look at how individuals will enhance the broader cocurricular opportunities for pupils; this makes St Paul's a great and fun place to work. We are based in Barnes, South West London, surrounded by 45 acres of green playing fields. We offer free parking for staff and are conveniently located near Hammersmith for easy public transport links to central London.

We are dedicated to ensuring the safety and welfare of our pupils and all our employees and volunteers must embrace this approach. All successful applicants will be required to undergo full safeguarding checks, including an enhanced DBS check and safeguarding training.



Meet our Staff



Tyler John
HEAD OF DIVERSITY, EQUALITY
AND INCLUSION

Tyler started his diversity and inclusion career as an Intern at King's College London, and since then, has worked in various roles across different industries. He joined St Paul's in 2022 as the Head of Diversity, Equality and Inclusion, where he is responsible for facilitating the School's journey toward becoming the most diverse and inclusive place it can be for both staff and students, prospective and current. As a queer, mixed-race, working-class person, Tyler appreciates the impact of lived experience and representation, and enjoys working with the pupils because of their open mindedness, and intellectual and emotional curiosity.



Nick Arnold
SENIOR DEPUTY AND DEPUTY
HEAD PASTORAL
ST PAUL'S JUNIORS

Nick started at St Paul's Juniors in September 2020 and leads the pastoral team, working closely with the Heads of Year and School Counsellor, as well as being the Designated Safeguarding Lead. He enjoys working with such intelligent, thoughtful and inquisitive pupils and his priority is to make sure that all the pupils at SPJ are happy, healthy and safe so they are able to enjoy fully the school and all of the excellent academic and co-curricular opportunities available.



Katie Douglass
DIRECTOR OF ENGINEERING
AND ICT

Katie joined St Paul's in 2010 as a Teacher of Product Design, having completed her teacher training qualification and an Open University degree while teaching at St Cecilia's, a secondary school in Wandsworth. In 2016, she was appointed to the role of Director of ICT and, the following year, to Director of Engineering, which was expanded to include Head of Engineering for St Paul's Juniors in 2020.



Kate Wallace
MARKETING MANAGER

Kate studied Theology at university and afterwards spent a year at dental school before making a career change. She worked in communications at an independent school in Essex, then at a cosmetics company in central London, before joining St Paul's in 2019 as Marketing & Communications Assistant. She was later promoted to Officer before stepping in as maternity cover for the Manager post. Kate enjoys the varied nature of her role and the opportunity to interact with the different groups that form the school community: staff, parents, pupils and alumni.

Meet our Staff



Iva Franjić
TEACHER OF MATHEMATICS
ST PAUL'S SCHOOL

Iva joined St Paul's in 2020 as a Teacher of Mathematics. She studied Mathematics at the University of Zagreb, Croatia, gaining a MMath, MPhil and PhD. At St Paul's, Iva teaches Maths and Further Maths and across all year groups. She enjoys having the privilege of teaching bright and ambitious students, as well as the company of her work colleagues who are also academics of the highest calibre.



Caroline Gill
UNDERMASTER – HEAD OF GILL HOUSE
ST PAUL'S SCHOOL

Caroline started her professional career in Sales and Marketing for AstraZeneca before re-training to be a teacher. She started her career in education at Paul's Juniors in 2006 and taught there for seven years. She then wanted to focus on teaching her degree subject of political sciences, so after a time at Dulwich College as a History and Politics teacher, she returned to St Paul's School as Head of Politics in 2015.



Tom Killick
DEPUTY HEAD CO-CURRICULAR
ST PAUL'S SCHOOL

Tom joined St Paul's School in 2012 after twelve years in the City as a trader. With both parents being University academics, teaching has always been present in his family, so Tom always knew he would want to change career. Tom's first impressions of St Paul's were of energy and enthusiastic activity, scholarly colleagues and pupils who always had something interesting to say.



Becky Ryan
FACILITIES MANAGER

Becky came to St Paul's following seven years working within facilities in the property and investment banking sector. She wanted a change from working with a corporate environment and the challenge of working in a new sector. She joined St Paul's School in March 2019 as Operations Administrator and after 18 months was promoted to Facilities Manager.



Grounds Manager



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This is a school that suits boys of all types: 'we love bookworms and rugby players'. All they ask is that pupils have a real enthusiasm for learning and an agile, enquiring mind.

TATLER SCHOOLS GUIDE 2021
ST PAUL'S JUNIORS



Grounds Manager

Role Overview

DIRECTLY RESPONSIBLE TO:

Estates Manager

FREQUENT WORKING CONTACT WITH:

Director of Operations, Estates Manager, Operations Administrator, Directors of Sport for Senior and Junior Schools, Members of the Grounds and Gardens Department

CLOSING DATE:

Midday on Friday 21st April 2023

ROLE

The Grounds Manager will have overall responsibility for the creation and maintenance of the highest standards of playing surfaces and related sports facilities at St Paul's School. Alongside this the Grounds Manager will maintain the whole estate to a consistently high standard. The position will combine extensive 'hands on' leadership of a strong and experienced team across grounds and gardens with administrative responsibilities and health and safety and grounds management technical knowledge. There will also be some limited 'off site' gardening at some of the school's tied properties.

The Grounds Manager will be a key member in the planning of any future grounds renovations.

Salary: Competitive plus benefits

Working Hours: Monday to Friday, 7am to 3.15pm with a 45-minute unpaid lunch break. Occasional Saturday or out of hours cover will be required when allocated grounds staff are sick, on annual leave or school events require Grounds Manager presence. Time off in lieu or paid overtime will be agreed and recorded with the Estates Manager

The Estates Manager, Adam O'Higgins, is happy to have an informal discussion with any interested applicant and he can be contacted on: aoh@stpaulsschool.org.uk



Grounds Manager

Main Duties and Responsibilities

To proactively create and maintain the highest standards of playing surfaces and sports facilities for St Paul's School, working closely with Directors of Sport for both St Paul's School and St Paul's Juniors and the respective Heads of Rugby, Football and Cricket. This position will be responsible for the day-to-day operation of the sports ground and facilities to meet the school's requirements as well as some off-site gardening maintenance.

These duties include:

- Maintain and manage all grounds activities to consistently achieve appropriately high standards to satisfy all stakeholders.
- Ensure the efficient maintenance and availability of all physical resources; playing surface or landscape. Oversee any grounds related construction activities.
- Liaise with Estates Manager on any property issues relating to the grounds.
- Manage and maintain all equipment and materials (machinery is of particular importance).
- Recommend and guide all stakeholders on the best use of grounds facilities.
- Advise stakeholders on making 'play and no play' decisions.
- Determine user needs and actively promote the school's services and facilities.
- Seek to improve and innovate more efficient ways of working and using the facilities.
- Prepare, gain approval, manage and monitor a grounds management budget.
- Procure consumables, equipment and services in a cost-effective manner, ensuring best value is achieved at all times.
- Coordinate the storage and control of all consumable materials, equipment and services in a cost-effective manner. Ensure the availability of supplies.
- Maintain a management information and reporting system related to equipment, materials and human resources.
- Maintain awareness of industry developments and propose how these will impact the schools.
- Maintain a thorough knowledge of all relevant national and local current legislation, e.g. health and safety, first aid, COSHH, environment management and employment to ensure compliance. Ensure that the grounds team work in a safe, compliant and secure environment using appropriate PPE where needed.



Grounds Manager

Main Duties and Responsibilities

- Conduct regular risk assessment programmes and review.
- Recruit, train, and develop all grounds and gardens staff, encourage and provide CPD opportunities within the department.
- Communicate and motivate staff to achieve work schedules and objectives, supervise contract staff.
- Conduct annual performance appraisals and mid-term reviews on employees and encourage continuing professional development.
- Consider the welfare of the grounds team, hold regular team meetings and attend wider support staff meetings to ensure the team is kept abreast of developments within the department and the wider school community.
- Monitor the cleanliness of the pavilions and equipment stores.
- Hold responsibility for all external fences and signage.
- Maintaining pathways and other 'unbounded' areas.
- Management and upkeep of Conservation Areas on site
- Control of animals (pets and pests) and the general public access to the grounds in liaison with the Security Department.
- Develop the most efficient and effective methods of grounds waste disposal including composting.
- Consider and implement environmentally friendly and organic processes and systems and consider sustainable approaches to grounds management
- Liaise with the school to provide sports grounds/facilities in the school holidays.
- Occasionally visit the grounds of other schools with high quality sports grounds.
- Snow/ice clearance of pathways and roads as required during the winter.
- All staff have a responsibility and duty of care to safeguard and promote the welfare of pupils. Staff must be aware of the systems within the School which support safeguarding and must act in accordance with the School's Safeguarding & Child Protection policy and Code of Conduct. Staff will receive appropriate child protection training which is regularly updated.



Grounds Manager

Personal Profile

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> A valid driving licence 	<ul style="list-style-type: none"> National/Scottish Vocational Qualification Level 4 Amenity Horticulture and Sports Turf Management or GMA National Diploma in Turf culture or BTEC/HND/HNC in Turf Science and Sports Ground Management. Chainsaw, small tree felling or similar recognised qualification PA6A Safe Use of Hand-Held Applicators and or PA1 Safe Use of Pesticides NPTC Tractor Driving qualification
Experience	<ul style="list-style-type: none"> Minimum of 5 years related experience. 	
Abilities	<ul style="list-style-type: none"> A continued interest in new advances in the field of grounds and gardens Willing to advise on and take part in regular formal training in manual handling, working at height and risk assessment and other training courses which might benefit the good running of the department. Ability to work across operational spectrum to establish excellent working relationships. Flexible approach to working methods and ability to work to deadlines as required by the school 	<ul style="list-style-type: none"> A detailed understanding of the relevant Health & Safety Regulations and employment legislation.
Skills	<ul style="list-style-type: none"> Fundamental budget planning and control skills. Excellent interpersonal skills 	

How to Apply

All staff have a responsibility and duty of care to safeguard and promote the welfare of pupils. Staff must be aware of the systems within the School which support safeguarding and must act in accordance with the School's Safeguarding & Child Protection policy and Code of Conduct. Staff will receive appropriate child protection training which is regularly updated.

The closing deadline for all applications is midday on Friday 21st April 2023.

Early application is advised as the school reserves the right to interview in advance of the closing date

All candidates must read our [Safer Recruitment Policy](#) and [Safeguarding Policy](#) before applying for any position within the school. All applicants are required to submit two forms in order to be considered for any post at St Paul's School:

[Application Form](#)

[Equal Opportunities Form](#)

Completed forms should be sent by email to: recruitment@stpaulsschool.org.uk
All submissions will be acknowledged by an automated email explaining next steps.

We require all candidates who are wishing to apply for any position at St Paul's Juniors or St Paul's School, whether this be a teaching or support post, to complete an application form. CV applications, or prospective applications, are not accepted.

The application form must be completed in full, including:

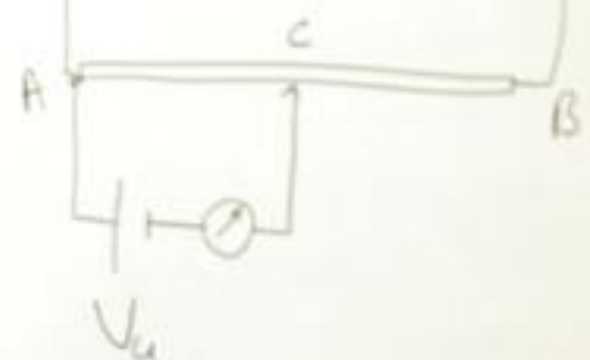
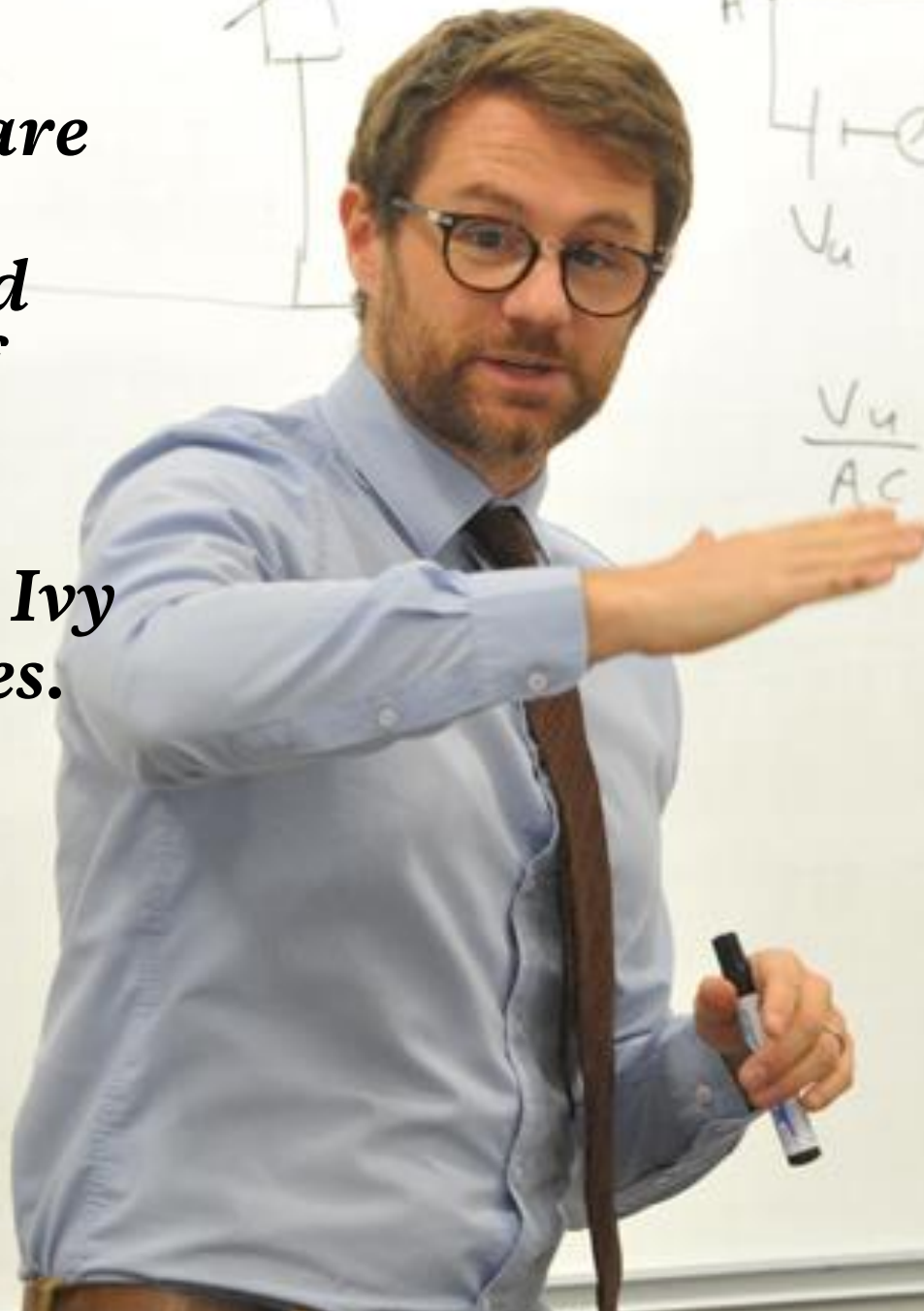
- Full education and/or employment history from the age of 16, with any
- gaps explained.
- Contact details for two referees, one of which must be from the candidate's most recent employer, and one of which must be from the most recent time the candidate worked with children (if applicable).
- For teaching posts pre-interview references are required. Please indicate on the form whether a referee may or may not be contacted prior to interview, and be prepared to offer an alternative contact if required.



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*Academic results are phenomenal: over 50% of A levels and Pre Us and 86% of GCSEs achieved A*s with 18% of leavers heading to Ivy League universities.*

TATLER SCHOOLS GUIDE 2021
ST PAUL'S SCHOOL



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Working at St Paul's - Benefits

The relationship between staff and pupils is relaxed but purposeful and we have high expectations for both. In return, we offer excellent working conditions including superb facilities for both work and leisure. We believe that our working environment is friendly, supportive, fun and respectful. We offer a wide range of benefits to our much valued staff, including:

- **Employee Assistance Programme** - All staff have 24/7 access to an independent, free and confidential advice service that can offer both practical advice and support on topics such as Debt & Finance Support, Legal and Tax Advice, Family Care (parenting, child care, education, divorce / separation, elder care, disability care), and Mind and Body Support.
- **Employee Bicycle Scheme** - In view of the School's desire to reduce traffic, it will supply employees with a bicycle suitable for commuting together with essential accessories, or reimburse the cost of purchase of a bike to the value of 500. Bike mechanics visit the site regularly to maintain the bicycles.
- **Eye Tests** - Staff may be reimbursed for costs of eye-sight tests and contributions towards glasses for VDU work.
- **Facilities** - Staff will have access to excellent facilities, including a warm and friendly staff room.
- **Food and Drink** - Free daily hot lunches including vegetarian options, bistro dishes, soup and salad bar. Hot drinks and snacks are provided throughout the day.

- **Holidays** - Support staff are entitled to 25 days of annual leave plus 8 UK Bank Holidays. After 5 years of employment, annual leave entitlement increases to 27 working days (or pro rata equivalent). This increases to 30 working days (or equivalent) after 10 years of employment.
- **Medical** - All staff have access to the School Doctor, Nurses, School Counsellors and Physiotherapist. The School also offers free annual flu vaccinations.
- **Parking** - Free parking on site.
- **Pension Scheme** - The Teachers' Pension Scheme is provided for all teaching staff and a generous Stakeholder pension scheme is provided for all support staff. Both schemes provide death in service benefits.
- **Private Health** - Insurance available after a qualifying period.
- **Salary** - A generous salary package by sector norms.
- **School Fees Reduction** - After one year's service, fee remission at St Paul's and St. Paul's Junior schools (subject to competitive entry procedures).
- **Sports Facilities** - Staff may use sports facilities, including swimming pool, gym and staff changing rooms and showers at certain times.
- **Training and Development** - Extensive professional development opportunities for all staff, which for teaching staff can include gaining a PGCE whilst working with us.

**Subject to terms and conditions*



Map of the School





St Paul's Juniors

Postal Address:

St Paul's School, Lonsdale Road, London SW13 9JT

Website:

www.stpaulsschool.org.uk

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