



RECRUITMENT INFORMATION PACK

## GROUNDSPERSON

FULL TIME – 40 HOURS  
( 5 days per week, one of which must be a  
Saturday during term-time )

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Location: Holt, North Norfolk, UK  
Required for: At the earliest opportunity

*Gresham's School is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.*



**A MESSAGE FROM  
DOUGLAS ROBB,  
HEADMASTER**

*I am delighted that you are considering Gresham's as an employer and hope that you will want to apply for this position once you have found out a little more about us.*

*Gresham's is an independent co-educational boarding school based in the beautiful Georgian town of Holt, in North Norfolk. The School occupies a large campus across three sites: Nursery and Pre-Preparatory, Preparatory and Senior Schools, with approximately 800+ pupils ranging from 2 years to 18 years. We currently employ almost 400 staff in positions such as teaching and pastoral care, finance, information technology, administration, site services and maintenance, and catering.*

*We take great pride in our reputation and recognise that this is built on the commitment and skills of our staff. The success of the School and the well-being of staff and its pupils depends very largely on co-operation, trust and respect between us.*

*We recognise that much time and thought goes into preparing an application, and we in turn, will give your application serious consideration, should you decide to apply.*

*For those of you who may not be familiar with the outstanding beauty of the North Norfolk Coast, I have a link below which I hope you will find useful:*

*[visitnorthnorfolk.com](http://visitnorthnorfolk.com)*

*With best wishes,*

A handwritten signature of Douglas Robb in black ink. The signature is written in a cursive style and is followed by a long horizontal line.

*Douglas Robb*

## **J O B   D E S C R I P T I O N   A N D   P E R S O N   S P E C I F I C A T I O N**

*The Job Description contains the main details of the tasks and responsibilities of the post.*

*The Person Specification lists the criteria that applicants are required to demonstrate in order to be successful in undertaking the role. These are listed in terms of qualifications, personal qualities and professional experience and skills, and will be used in the shortlisting process and to form the basis for questions asked at interview.*

## **J O B   D E S C R I P T I O N**

### **G R O U N D S P E R S O N**

#### **R E P O R T I N G   T O   T H E   S I T E   S U P E R V I S O R**

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Gresham's is looking to recruit a full time Grounds person to primarily undertake all aspects of grounds and gardening duties across all school sites.

The Estates Department provides for a wide range of support activities related to maintenance and upkeep to the furnishing, cleaning and care of Gresham's buildings, grounds, gardens, playing fields and sporting surfaces including other facilities.

The Estates Department, under the leadership of the Head of Estates, is responsible for the maintenance of the whole of the Gresham's estate. The upkeep of the grounds, gardens, playing fields and sports surfaces at all three schools is delivered by the Site Manager and Site Supervisor. The Site Supervisor directs the grounds team.

The ideal candidate will be a hardworking committed individual who relishes the opportunity to work outside in all weather, has the ability to work well on their own initiative, understands the importance of maintaining high standards and how to communicate effectively within a school environment

#### **J O B   O V E R V I E W :**

The workload for the Grounds team is scheduled in advance by the Site Manager in consultation with the Site Supervisor. Where necessary, the Site Supervisor provides briefing and work allocation at the start of each day and maintains a general oversight of all ground's activities across the school sites but relies on a team of experienced staff to carry out their duties with the minimum of direct supervision.



The grounds and garden operations at Gresham's requires flexibility, particularly where seasonable variations and weather conditions have an impact. This does not change the core job but does require individuals to be prepared to undertake/help with duties of a more general nature and sometimes outside of normal working hours.

The department operates across six days a week during term time (Monday – Saturday) and five days a week (Monday – Friday) during the holiday periods.

The position is offered working across 5 days a week, one of which must include working a Saturday during term-time.

You can expect to spend a large amount of time outdoors, quite often the work will be physically demanding, you'll be expected to work regardless of the weather and you may be asked to operate heavy machinery including lawnmowers of various sizes, hydraulic lifts, teleporter, chainsaws, forklift trucks, dumper trucks and mini diggers. Suitable training will be provided as required.

You will undertake a wide variety of grounds and gardening activities related to lawns, hedge and verge cutting, maintenance and planting/stocking of flower beds and tubs/planters around the schools (including indoor plants) and pitch maintenance.

The grounds team work together to ensure the School's grounds and pitches are displayed to best effect.

## **T A S K S   A N D   D U T I E S**

- Meet with the Site Manager, Site Supervisor and other support staff, as required, to discuss/plan work to be undertaken
- Receive work schedules, individual tasks and activity briefings, often daily
- Maintain sports fields: Mow, fertilise and aerate grass pitches. Maintain artificial sports surfaces
  - Creating, marking out and setting up of playing surfaces in readiness for lessons and matches
  - Have a basic knowledge of common fine turf and horticultural pests and diseases and related treatments
- Maintain grounds: Weed, trim hedges, and keep shrubs under control
  - Spraying of weed killer and fertiliser
  - Mow, trim and fertilise green spaces
- Maintain landscaping: Tend to flower beds, hanging baskets, and vegetables
  - Maintain borders
  - Mulch, edge and weed gardens
  - Prune and trim trees and bushes
- Maintain equipment: Ensure sports equipment is maintained in good condition. Clean, maintain and husband machinery
  - Maintain and carryout general repairs to lawn mowers, tractors, trailers, hedge trimmers etc.
- Maintain compliance: Ensure the school complies with al. legislative and safety requirements
  - Oversee and maintain the safe condition of driveways, pathways, drains and car parking areas including snow clearance and salting of pathways, roads and car parks during the winter months
  - Attend training events as required

- Be aware of health and safety responsibilities
- Report hazards: Report faulty appliances, damaged equipment, and other potential hazards.
- Support school events: Assist with setting up and taking down School events and functions such as Speech Days, sports Festivals, Annual Balls, Inter House Music Competition, etc. including the erection and dismantling of staging, setting up chairs, Marquees, Dining Rooms, Theatre-in-the-Woods etc.; laying carpets (Sports Hall and staging) and setting up displays (display boards, signs, banners and flags)
- Support other Estates Requirements: From time-to-time work directly with the Site Operations team to assist generally with day-to-day operational tasks, such as cleaning and minor repair (particularly applicable during adverse weather conditions)
  - Assist with the removal, repair and assembling of furniture
  - Constructing and repairing of playground equipment
  - Assist with stewarding and car parking duties
  - Carryout ad hoc general maintenance tasks including painting and decorating
- Drive School vehicles in pursuance of your duties at the School, as requested and as authorised under any School transport scheme, or similar. In addition, to undertake any required training to enable you to drive School vehicles and to provide to the School all such documentation as required to ensure that you are properly authorised under any School transport scheme or similar, to drive School vehicles
- Undertake your responsibilities at Gresham's in respect of Data Protection. Staff members are responsible for ensuring that any personal data held by them is kept securely. This includes, appropriate use of computer ID's and passwords
- Undertake your responsibilities at Gresham's in respect of Child Protection

The position gives the regular opportunity for contact with children and young people and is therefore classed as a regulated activity.

The role therefore requires the successful candidate to

- read and understand the current Keeping Children Safe in Education (KCSIE) guidance, alongside the School's Safeguarding and Child Protection and demonstrate a commitment to implementing these fully, both in and out of the workplace
- Attending all Safeguarding training.
- Demonstrate a commitment to ensuring Gresham's is a safe environment through a sensitive and vigilant approach to working with young people, and to reporting all concerns.

## P E R S O N   S P E C I F I C A T I O N

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Q U A L I F I C A T I O N S	E S S E N T I A L	D E S I R A B L E
Good general level of education	✓	
NVQ or BTEC qualification or equivalent relevant to the role		✓
W O R K   E X P E R I E N C E ,   P E R S O N A L C O M P E T E N C I E S   A N D   S K I L L S	E S S E N T I A L	D E S I R A B L E
Previous experience of a wide range of grounds and gardens maintenance	✓	
Experience of working in both large and small areas	✓	
Experience of maintaining borders	✓	
Knowledge of plants, shrubs and woodland and of seasonal characteristics.	✓	
Certified user of gardening equipment e.g. hedge trimmers, mowers, sweepers, sprayers etc.		✓
Full, clean driving licence	✓	
Prepared and able to work in all weathers	✓	
Prepared to work outside normal working hours including occasional weekends	✓	
Knowledge of workplace health and safety		✓
First aid certificate		✓
Previous Manual Handling training		✓
Ability to relate to young people	✓	
Flexible attitude towards work/allocation of general/non-gardening duties	✓	
Positive 'can-do' attitude	✓	
Ability to communicate effectively	✓	
Confident working unsupervised	✓	
Ability to work as part of a team	✓	
Responsive to instruction and direction	✓	
Sense of humour	✓	
Professional appearance and manner	✓	
Supports Gresham's culture and ethos	✓	
Spraying Certificate PA1 / PA6		✓
Chainsaw Certificate CS30 / CS31		✓

## REMUNERATION AND OTHER BENEFITS

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The Estates department works across 6 days per week Monday – Saturday

### WORKING HOURS

The role is offered on a full-time basis, 40 hours per week across the full year

7:30am – 4:30pm across 5 days (1-hour unpaid break)

**Please note:** This position will require the successful candidate to work across 5 days one of which must be a Saturday during term-time

### SALARY

£26,166 per annum, rising to £26,437 in April 2026

- Gresham's School's Contributory Pension Scheme (after completion of three months' service)
- Uniform will be provided and must be worn at all times
- Holiday pay
- Private Medical Scheme
- Free on-site car parking
- Life Assurance
- Free use of swimming pool, gym and other sports facilities (specified times)

## P E R S O N A L   D E T A I L S

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### E L I G I B I L I T Y   T O   W O R K

When you apply for any of our school vacancies, it is important that you are aware of your eligibility status and can meet the criteria set, for you to legally work in the UK. Appointment will be subject to verification of the appointee's valid Right to Work (RTW) in the UK documentation.

For more information, visit the <https://www.gov.uk/legal-right-work-uk>

### E Q U A L I T Y   &   D I V E R S I T Y   M O N I T O R I N G

In order that we can continue to develop and meet our obligations under the Equality Act you will complete this form as part of the application process via MyNewTerm. The information within this form will be used purely for monitoring the effectiveness of the School's Equal Opportunities Policy Statement and will not be used during the selection process or seen by those responsible for shortlisting and interviewing. A copy of the School's Equal Opportunities Policy Statement is available on request.

### R E T E N T I O N   O F   R E C O R D S

The application forms of unsuccessful candidates will be held confidentially in the HR Department and destroyed after three months.

All documents resulting from the interview process will be retained on file by the HR Department and destroyed after six months. (Privacy Policy is available on our website: [www.greshams.com](http://www.greshams.com).)

### D I S C L O S U R E   A N D   B A R R I N G   S E R V I C E

Gresham's aims to promote equality of opportunity for all and therefore welcomes applications from a diverse range of candidates. Criminal records will be considered for recruitment purposes only where the conviction is relevant.

As the School meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, your offer of employment will be subject to an enhanced disclosure from the Disclosure and Barring Service (DBS) before the appointment is confirmed.

### I N T E R V I E W   P R O C E S S

If you are invited to attend an interview you will be required to complete a *Suitability to Work With Children Declaration Form* prior to interview and provide evidence of your identity on the day of your interview, from the following examples:

- A UK Birth certificate
- Passport and/or UK driving licence (including a photo-card);
- UK firearms licence;
- Evidence of your Right to Work status



- a utility bill or bank/building society statement showing your name and home address (less than three months old);
- Documentation confirming your National Insurance Number (P45, P60 or National Insurance Card);
- Original documents of educational and professional qualifications referred to in your application form.

If you have changed your name by deed poll or any other mechanism (e.g. marriage, adoption, and statutory declaration), you will be required to provide documentary evidence of the change.

For Teaching Posts: You will be contacted prior to your interview with the details of at least one teaching lesson that you will be expected to take. The interview process will involve a number of interviews with different members of staff and a tour of the School and/or department.

Support Posts: As well as a face to face interview, the selection process may include some other form of assessment e.g. administrative test, demonstration of practical skill, a presentation, etc.

Please note: Should you be successful following interview, you will be asked to provide documentation to assist in the processing of an Enhanced Disclosure (DBS). If you are on the DBS Update Service, you will be required to bring along the certificate that relates to this subscription.

Details of Online Profile: Keeping Children Safe in Education (KCSIE) asks schools to carry out online searches on shortlisted candidates as part of the process of assessing suitability. All candidates are therefore required to provide the following information as part of your application:

- the social media platforms on which you have accounts;
- the account names/handles for all of your social media accounts, including any under a nickname or pseudonym;
- any websites you are involved with, in or featured on or named on; and
- any other publicly available online information about you of which the School should be made aware.

If you are shortlisted for the role, we may carry out an online search based on the information you provide within the application form. If we carry out a search, we will also search more widely for any other online information about you.

You are **not** required to provide account passwords or to grant the School access to private social media accounts.

If you are not shortlisted for the role, online searches will not be carried out on you.

## **CONDITIONAL OFFER OF APPOINTMENT**

Any offer to a successful candidate will be conditional upon the following:

- Valid Right to Work documentation in place
- Receipt of a minimum of two satisfactory references

- Verification of identity and qualifications
- A satisfactory DBS (Disclosure and Barring Service) disclosure
- Verification of professional status such as Qualified Teacher Status (QTS), where required, verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999)
- Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as the School may require in accordance with statutory guidance
- Verification of medical fitness. Completion of a medical declaration and satisfactory medical examination in certain circumstances
- Completion of Online Safeguarding Training (details of the provider will be sent by HR)

## **S A F E G U A R D I N G**

All adults working at Gresham's have a responsibility to safeguard and promote the welfare, both physical and emotional, of every pupil, both inside and outside the School. This involves ensuring that pupils are protected from significant harm and having a positive commitment to ensure the satisfactory development and growth of the individual.

Everyone working in the School must be aware of, understand, and follow the School's Safeguarding and Child Protection Policy, which follows Norfolk Safeguarding Children's Partnership (NSCP) practice and procedures, and Keeping Children Safe in Education 2025 statutory guidance. All staff are required to be trained in Safeguarding and Child Protection as part of their terms and conditions of employment, and this is carried out online before employment commences.

## **W A R N I N G**

Where information on a candidate is found;

- To be on the DBS Children's Barred List,
- To be on the Protection of Children Act List
- Their DBS disclosure shows they have been disqualified from working with children by a court
- They have been found to have provided false information in their application or in support of their application or are the subject of serious expressions of concerns as to their suitability to work with children

The facts will be reported to the Police and/or the DfES Children's Safeguarding Operation Unit.

## **Q U E R I E S**

If you have any queries at all about your application or the recruitment process, please contact the HR Department on 01263 714623 or email [hr@greshams.com](mailto:hr@greshams.com).

## HOW TO APPLY GROUNDSPERSON

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If you would like to apply for the position of Groundsperson, you will need to complete an application form via our [website](#). Completing the application form is the first stage of the selection process. The information you provide will be used to decide whether or not you will be shortlisted for further stages/an interview. It is therefore very important that you complete your application form accurately and as fully as possible, including all the information you think is relevant.

### COMPLETING YOUR APPLICATION FORM

- Please read through all information provided before completing your application form
- We require information about all applicants to be presented in a consistent format
- Complete all sections; do not leave any blanks enter N/A if not applicable and provide as much information as possible
- Continue on a separate sheet if you require more space to complete any section

### GUIDANCE FOR THE COMPLETION OF THE SECTION 'SUPPORTING STATEMENT'

This is an important section of the application form as it gives you the opportunity to tell us specifically why you think you should be considered for the job, showing how well your skills, abilities and experience meet our requirements. Please provide clear examples when outlining all your experiences whether relevant or not.

For teaching staff, it is important that you use this section of the application form to also outline how your interests, skills and qualifications may contribute to extra-curricular activities at Gresham's.

### REFERENCES

All offers of employment are subject to the receipt of a minimum of two satisfactory references. One of your references must be from your current or most recent employer. If your current/most recent employment does/did not involve working with children, then the second referee should be from the employer with whom you most recently worked with children (this applies to teaching posts). **Neither referee should be a relative or someone known to you solely as a friend.**

Please note: Shortlisted applicants for all posts (academic and support) are advised that references will be taken up prior to interview, unless you ask us not to, we will assume it is acceptable to contact your referees at any time.

### SUBMISSION OF APPLICATIONS

All application forms should be submitted through our website vacancies page following the job link to MyNewTerm.

## HOW TO APPLY (continued) GROUNDSPERSON

The recruitment team can be contacted via [applications@greshams.com](mailto:applications@greshams.com) or [hr@greshams.com](mailto:hr@greshams.com) or by calling 01263 714623 / 714589.

Please submit your application by the **closing date of 8<sup>th</sup> February 2026**, if your application is submitted after this time, we will not be able to accept it.

**Interview date Tuesday 17<sup>th</sup> February**

Required for – At the earliest opportunity.

Please note: We reserve the right to interview and appoint during the period up to and including the closing date.

Please be aware that if you have not heard from us within 21 days of the closing date, unfortunately, your application has been unsuccessful. Due to the overwhelming response we receive to our vacancies, we provide feedback only to those applicants who are interviewed.



Gresham's School, Cromer Road, Holt, Norfolk, NR25 6EA

01263 714500

[www.greshams.com](http://www.greshams.com)

Registered Charity No: 1105500