

Brief for the position of  
**Groundsperson**



**SHERFIELD  
SCHOOL**

*Nursery • Junior Prep • Senior Prep • Senior • Sixth Form*





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# Background

**Sherfield School is an outstanding, all-round academic, active and creative school where students thrive and flourish as they experience the excitement and enjoyment of learning.**

As an independent, co-educational day and boarding school set in North Hampshire, Sherfield provides a wonderful learning environment for students from 3 months to 18 years within exquisite park and woodland surrounding a listed heritage building. It has an excellent academic record, superb facilities and a wonderful ethos.

Through a rich variety of experiences, students at Sherfield become passionate and creative problem solvers, ready to contribute to a global society. As ambitious, enterprising, inventive and innovative young minds, they develop the confidence, resilience and resourcefulness to be successful in tackling the challenges life presents to them. Through academic rigour and a supportive environment, they grow strong, self-assured and motivated by each Sherfield experience.

As a school community, Sherfield challenge, inspire and support each other as they create and imagine the students' best futures.

The school community knows and cares for each other and foster an environment where students and staff feel supported whilst building strong and ambitious futures. Together they build a powerful culture of creativity that is without boundaries. Sherfield pupils are critical thinkers who challenge ideas, pave new paths and encourage inventiveness whenever possible.

The school prides itself in their close relationship with parents and place great value on individual contact. Friendliness and willingness to listen are the starting points for effective collaboration which you will find embedded in the school's culture.





## Mission & Aims

### Vision

*Our students create a positive impact, inspiring change and a better future.*

### Mission

***Ad Vitam Paramus – Preparing for Life.*** We create a learning environment that nurtures, inspires and challenges, preparing everyone for life in a global society.'

## Core Values

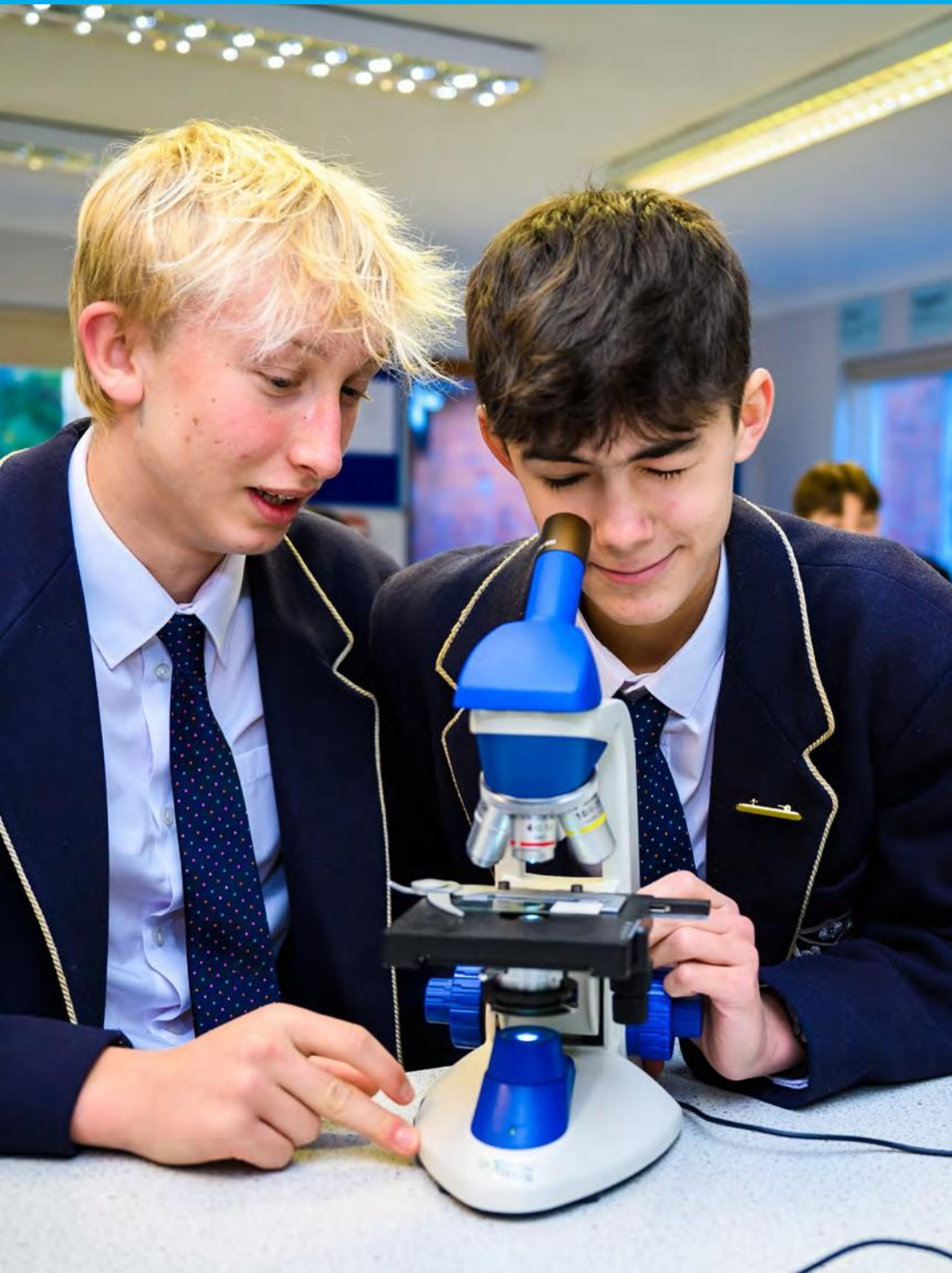
***Respect:*** Valuing every voice in our community.

***Kindness:*** Acting with empathy towards others.

***Courage:*** Having the strength to do the right thing.







## Teaching and Learning

Sherfield follows the national curriculum up to year 8, the students then study a range of GCSE subjects for two years, and in their final two years of education, are offered a wide variation of A-level and BTEC subjects.

Subjects range from traditional academic subjects, such as Economics, Geography, and the Sciences, to more practical subjects, such as Drama and Theatre Studies, Music, and Product Design. There is also an option for A-level students to undertake the Extended Project Qualifications (EPQ).

Teaching and Learning at Sherfield is excellent and based upon core values of confidence, creativity and connection, developing exceptional experiences for students through a framework of challenge, ownership, dialogue and engagement.

Sherfield believes that teachers have the greatest influence upon the learning and progress of students and therefore as a team they strive for the best.

Teachers provide a positive and inclusive learning environment and experience for all pupils. At Sherfield, the teachers strongly believe in the principles of preparing students for life.

### Aims

Sherfield aims to teach each student using the most effective methods possible, by providing expertise and resources to teachers, parents and pupils and through regular and rigorous monitoring and evaluation of teaching and learning against student progress and achievement.

The School aims to teach every student how to learn so that they become fast, independent, confident, and self-motivated lifelong students by:

- Teaching students how to self-evaluate and set/work towards targets.
- Providing or guiding independent access to learning resources.

Sherfield aims to treat each person as a successful student by:

- Recognising effort and achievements.
- Providing appropriate feedback that always shows the next steps.

## Enrichment

We believe in providing a holistic education that goes beyond the classroom.

Our pathway programme begins in Year 5 and develops the “soft skills” employers and universities look for while allowing students to discover their interests and passions.

The programme takes place on Friday afternoons for those in Year 7 and Monday afternoons for those in Years 5 and 6, providing a dedicated time for students to engage in activities that foster growth, learning, and character development. This programme is structured around well-established and highly valued awards, ensuring students gain recognition for their efforts and achievements.

Our Pathway Options include:

- Performing Arts
- Sports Coaching and Performance
- Live Worldwide
- Business and Enterprise
- Literary Society
- Environment and Sustainability
- STEAM

Pathways are introduced in early September, and pupils can select their top three choices.

We proudly incorporate the Duke of Edinburgh (DofE) Award into our Year 9 and 10 enrichment programme. This prestigious award promotes resilience, leadership, and community involvement, which are core values we uphold at Sherfield School.

In Year 11, students follow the Futures Programme, which prepares them for their next academic steps and careers beyond Sherfield School.

## Pastoral and boarding

Sherfield offers full boarding, weekly and flexi boarding options for nine to 18 year olds.

The school operates a shuttle service for weekly boarders to and from Basingstoke railway station, which offers direct trains to London Waterloo every 15 minutes and a journey time of only 47 minutes. Allowing students to enjoy the beautiful countryside location during the week and the city at weekends.

Sherfield places great emphasis on empathy, motivation and social and cultural awareness and pupil wellbeing is at the heart of Sherfield from its youngest to most senior students.

Learning is tailored to every child’s talents and needs and children are given individualised support, made possible by smaller class sizes. Sherfield staff aim to ensure each child achieves their full academic and personal potential in a nurturing environment as they progress through school.

Teachers and tutors see the importance in parent cooperation and maintain close relationships with parents throughout each child’s entire time at school.





## Sports and Activities

Sherfield has a long list of inclusive clubs, planned after school programmes and competitive teams that pupils can take part in, whatever their interests.

Every term there are updated programmes of music, languages, sports and hobbies available to all pupils throughout the school so they can pursue a passion or extend their learning. Children can choose from an enormous list of wonderful extracurricular activities, ranging from horse riding and fencing to origami.







## The Arts

**Drama:** The Drama Department at Sherfield is an exciting and fun place to experiment and explore ideas, theatrical styles and the possibilities of performance and production. Much of what the school does is pupil-led which results in fresh, creative, and original theatre.

**Music:** Music plays an important role throughout Sherfield School, whether pupils are learning as part of their day-to-day curriculum or whether they take up instruments or join in with the many choirs, bands, orchestras and groups. All pupils in the Junior-Prep and Senior-Prep take part in choir which encourages the children to have confidence in themselves from day one.

**Creative:** Pupils are exposed to a wide variety of media, processes and techniques starting in the Nursery and, at later stages, are given the opportunity to work on a large scale in the open plan art studio complex.

For more information about Sherfield School, please visit: <https://www.sherfieldschool.co.uk/>



## Education in Motion

Sherfield is proud to have joined Education in Motion (EiM) in September 2023.

EiM is a global education company that aspires to be a leader in pioneering education for a sustainable future. With a diverse family of premier education brands around the world, the group is known for its holistic programmes that balance wellbeing, character development and academic success.

EiM aspires to be the global leader in pioneering education for a sustainable future. Its family of mission-aligned schools is committed to create meaningful change for our world by empowering communities through innovative education. Students 'Graduate Worldwide', with the skills and experience to make a positive difference in the world.

As part of a larger network, the Sherfield community is provided an invaluable source of support. Not only does this growing network provide parents with choice as their careers take them to new places, but it also enables students and staff across the network to share best practice and provides opportunities for exchange for both students and teachers.

The EiM story began in 2003, when parents Fraser White and Karen Yung began looking for a school in Shanghai that would provide for their three young children. They wanted a challenging and ambitious education that would prepare their children for the future, moulding them into confident and well-rounded young people who could make a difference in the world. However, their search came up short. A serendipitous meeting with Graham Able, the then Master of Dulwich College in London, resulted in the idea of opening an international Dulwich College in Shanghai, the first Education in Motion school. Today, Education in Motion is a growing family of premier education brands, nurturing more than 11,000 students to 'Live Worldwide'.

For more information about EiM, please visit: <https://www.eimglobal.com/>





# The Role

The Groundsperson will be responsible for ensuring the highest standards of maintenance, upkeep and appearance of the grounds whilst adhering to health and safety regulations. This is a varied and interesting role which will involve working mainly outdoors in all weathers. In addition to following duties:

**Job Title:** Groundsperson

**Reporting to:** Head of Facilities & Estates

**Contract:** Permanent, Full time, all year round

**Hours:** 37.5 hours per week, 52 weeks a year.

**Salary:** £24,000 per annum

## Additional Benefits and Information

- Competitive Salary
- Complementary meals are provided free of charge when on duty and when the school's kitchen is open during school holiday periods
- Contributory Pension Scheme
- Annual holiday entitlement of 25 days plus statutory bank holidays
- Free parking on site

## Key Responsibilities

- To be responsible for the effective maintenance and upkeep of a school's grounds, including the Sports Pitches, Ancient Woodland & Lake.
- Undertake routine preparation and maintenance work on a range of sports facilities and surfaces ensuring pitches are cut and marked out ready for sporting fixtures.
- Undertake all preparatory and cultivation work to maintain safe quality playing surfaces.
- Undertake minor construction and landscaping work under guidance.
- Drive vehicles and operate equipment as required for grounds maintenance operations.
- Ensure vehicles and equipment used is serviceable and regularly maintained in accordance with routine operating requirements. Monitor the use of consumable items and spares and plan for their replenishment.
- Ensure the safe use, storage, calibration and disposal of pesticides and other similar substances in accordance with COSHH regulations.
- Make recommendations to the Head of Facilities & Estates regarding improved work systems, labour and machinery utilisation.
- Maintain good communications with staff and end users.
- Remove rugby and football posts at the end of the Spring term and mark out the sports field for the athletics season. This will incorporate a 400m running track.
- Rake over and top up the sand in the long jump and triple jump landing pits and mark out run up lines.
- Set up, prepare, and assist in the junior and senior sports days.
- Conduct low level pruning of trees and advise the Head of Facilities & Estates of any trees which are a cause for concern.
- The trimming of all hedges in the school grounds outside of bird nesting season.
- Clear fallen leaves from grass areas and pathways during the Autumn term
- Clear leaves from tennis courts prior to sports fixtures.
- Assist in gritting of the site during the winter months and snow clearance if necessary.
- Assist with site security, ensuring unknown persons are challenged if on the school site.
- Assist site staff during school open mornings
- Carry out other duties as reasonably required or requested.



# The Person

The successful candidate will bring the following qualifications, experience, skills and knowledge, leadership style and personal attributes.

## General Requirements

- A full, clean driving licence (essential)
- City and Guilds level 2 certificate in tractor driving and related operations (desirable)
- City and Guilds level 2 certificate in chainsaw maintenance and cross cutting (desirable)
- City and Guilds level 2 award in the safe handling and application of pesticides using handheld equipment (desirable)
- Proven experience working across both grounds and gardens roles in a large or similar organisation

## Person Specification

- Hard working with a flexible, adaptable approach to work
- A reliable member of the team, punctual, considerate and supportive
- Ability to work independently as well as working as part of the team
- Physically fit to meet the demands of the job
- A willingness to learn new skills and take on new tasks.
- Attention to detail and takes pride in their work
- Ability to maintain work well with colleagues at all levels
- Highest standards of safeguarding
- Empathy to deal sensitively with parents, children and staff.
- Enthusiasm and a good sense of humour.





# How to Apply

The closing date for applications is  
**28<sup>th</sup> February 2025**

Early applications are encouraged and we reserve the right to interview outstanding candidates before the closing date.

In order to apply, please complete the Sherfield School Application Form (available to download from [www.sherfieldschool.co.uk](http://www.sherfieldschool.co.uk)) along with a short covering letter or email which sets out your interest in the role.

Please include the names and contact details of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

Please send your application form and cover letter/email via e-mail to Mark French, Head of Facilities & Estates.

[m.french@sherfieldschool.co.uk](mailto:m.french@sherfieldschool.co.uk)

## Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your application documentation.

Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your expressed consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

## Diversity, Equity, and Inclusion

Education in Motion is committed to diversity within our team, organisational practices, policies and culture. We recognise that people with different backgrounds, skills, attitudes and experiences bring fresh ideas and perceptions,

and it encourages and leverages these differences to make our work more relevant and approachable. Education in Motion will not discriminate or tolerate discriminatory behaviour on any grounds such as, but not limited to, race, gender, disability, nationality, national or ethnic origin, religion or belief, marital/partnership or family status, sexual orientation, age or socioeconomic background.

Education in Motion strives to be an inclusive workplace where everyone feels a sense of belonging, has a voice, can raise concerns, and feels comfortable and confident. We expect everyone who works within to share this commitment and to act accordingly, as we aspire to best serve the Education in Motion mission and the community.

## Safer Recruitment Practice

Education in Motion is committed to safeguarding and promoting the welfare of children and expects all applicants to share the same. We follow safer recruitment practices which are aligned to the recommendations of the International Task Force on Child Protection.

We hold ourselves to a high standard of effective recruiting practices with specific attention to child protection, 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.

## Qualifications, Identification, Health and Background Checks

Please note that you may be required to submit documentation providing proof of your identity and qualifications as part of Education in Motion's safeguarding procedures. You may also be required, if an offer is to be made, to undergo a pre-placement medical assessment and relevant background checks as part of the school's recruitment and safeguarding procedures.





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