

Job Title	Groundsperson/Gardener
Date	October 2026
Department	Estate
Reports to	Estate Manager

Purpose of the Role

The postholder is a member of the estate team works who have responsibility for the appearance and functionality of the school grounds, including outdoor sports facilities.

The post is a full-time, all year-round position and duties include sports field maintenance, grass cutting, pesticide application, pruning, weeding, hedge cutting and general horticultural operations. There is also a requirement to undertake ad hoc duties to support the facilities and maintenance teams to enable school operations.

Departmental Information

The estate team comprises four staff who report to the Estate Manager, and he in turn reports to the Director of Finance & Operations. The team works closely with the facilities and maintenance teams, often providing additional support when there are manual tasks, supplies to be collected, or general handyman works to be undertaken. The maintenance team comprise a further 9 people with skills ranging across the building trades.

The post holder will be reliable, proactive, enthusiastic and happy to work as part of a small team. Flexibility in dealing with changing priorities and a 'can-do' approach are valued attributes across the school and are essential in the estate team where each day is different depending on the weather and the needs of the school.

Main tasks and responsibilities

- Grass cutting using ride on or manual mowers
- Maintaining the condition of the sports fields and grounds, including soil cultivation, digging, forking, mulching, watering, weeding, edging, pruning, planting, seed sowing, sweeping, and fertilizing.
- Keeping the tennis courts, other sporting facilities and the grounds generally free from debris, leaves etc and pressure washing from time to time
- Laying out and line marking sports pitches
- Washing and maintaining benches
- Maintaining and installing fences, raised beds etc.
- Keeping the grounds free of snow and ice
- Assisting with lifting duties such as laundry, furniture etc.

• Performing ad hoc duties such as collecting materials and dealing with deliveries. • Performing other such duties as might be reasonably required of a person fulfilling this role	
Person Specification	
Educational Attainment and Qualifications A standard of education sufficient to be able to understand written instructions for equipment, chemicals and operating instructions to be able to work in a safe manner. Although not essential, a grounds maintenance or horticultural qualification would be beneficial.	
Experience, Knowledge and Skills	
Essential	Desirable
• Full driving licence • Competent in the safe use of ride on and pedestrian mowers • A calm and positive manner and outlook, with an organised, accurate and methodical approach to daily work tasks • Willingness to learn new skills • Practical, with the ability to use initiative and work independently and to set deadlines • An effective team player, ready to support and assist others. • Good understanding of health and safety requirements for the role • Must be able to cope with the physical demands of the role, and willing to work outdoors in a variety of weather conditions.	• Previous experience of working as a groundsman or in some horticultural capacity • Previous experience of working in a similar environment. • Positive attitude and a good sense of humour

Ackworth School is committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. All staff are required to understand and adhere to the Schools Health and Safety policies.

Job descriptions may be subject to review from time to time and can be altered or amended to meet the changing requirements of the School. They are not designed to limit the extent of the role but instead to outline the main tasks and responsibilities.