



GROUNDSPERSON

Issue Date: June 2026



Wellingborough School
Founded 1595

ABOUT WELLINGBOROUGH SCHOOL

Wellingborough School is a very special place. Our mission is to develop confident, rounded, and grounded young people, and the School has been doing that successfully throughout its extensive history.

Blessed with an enviable location, superb teaching and pastoral care, and a deeply embedded culture of kindness and ambition, Wellingborough delivers a first-class education within and beyond the classroom. Every day, our pupils demonstrate the qualities that we know will set them apart as the change-makers of the future – intellectual curiosity, courage, empathy, dedication, and humility, and all whilst retaining that most crucial element of a truly enriching education: a sense of fun.

At Wellingborough we value the individual, and recognise that each pupil has different needs, enthusiasms, and priorities. We are deeply committed to supporting our young people through the journey from young teenagers to young adults, and the process of growth and development that underpins their time at our school.

We are proud of our excellent results in public examinations, and in the success of our Sixth Form leavers in securing exciting and inspiring next steps including taking Oxbridge places, attending Russell Group institutions, or securing Degree Apprenticeships. Our value-added results provide strong evidence of the quality of Teaching and Learning across the School, and our pupils benefit from an increasingly diverse and innovative curriculum.

S a l u s i n A r d u i s





From Lent 2026 our pupils will begin enjoying Engineering, 3D Design, Computing, and Food Education lessons in our fantastic new teaching building, the second phase of which includes Sixth Form seminar spaces, a 250-seat lecture theatre and performance space, and new Health and Wellbeing facilities. This new building forms only one part of an ambitious 30-year site development plan, designed to ensure Wellingborough continues to offer first-class facilities for the pupils of the future.

Wellingborough has always been rightly proud of its excellent pastoral care, underpinned by our historic and much-loved Senior School Houses, superb Wellbeing team, and strong values lived out every day in school. Visitors often comment on the close-knit community feel of the School, and pupils feel known and valued as individuals.

In our most recent ISI inspection, our co-curricular provision was noted as being a significant strength of the school's provision, an accolade of which we are immensely proud. Pupils benefit from superb sporting and outdoor learning provision, and the standard of performing arts is remarkable. Developing character through engagement in the wider curriculum is central to everything we do at Wellingborough School.

Wellingborough is a school with a long and rich history, but it is also a school with a bright and exciting future. We look forward to welcoming a new member of staff into our community.

THE ROLE

Start Date: As soon as possible

Contract type: Full time, Permanent

Disclosure Level: Enhanced

Salary: £24, 784.50 per annum

Hours: 37.5 hours per week. Monday to Friday from 07.00 -15.30 (including weekends as required). This includes 1-hour daily break.

Preparation and maintenance of the sports playing surfaces and general estate duties to the required standard for the benefit of the pupils and visitors. Duties as directed by the Estates Bursar and Grounds Supervisor.

Main duties:

- Mowing (pedestrian and ride on), aeration, seeding & fertilising
- Gardening duties including; hedge cutting, strimming, weeding and watering.
- Leaf clearing, litter picking, debris clearing.
- Winter sports pitches preparation and maintenance to include synthetic sports surfaces.
- Line Marking: Initial setting out and remarking
- Cricket pitch preparation & maintenance: Mowing, scarifying, rolling & marking.
- Goal post erection, dismantling storage and maintenance.
- Setting up other sports facilities such as; netball, hockey, athletics & tennis.
- Machine maintenance.





Additional duties

- Snow clearing (out-of-hours if required), salt spreading and car parking as required.
- Working school events such as Open Days, Family of Schools Day, Fireworks night, Summer Ball and essential overtime such as evening/weekend cover when required.
- Caretaking duties such as emptying site bins and setting assembly halls and other school facilities.
- Other duties deemed suitable by the Estates Bursar.

Flexibility

At times of peak work flow, it may be necessary to work beyond your normal hours in order to meet deadlines. Where this is necessary, then time off in lieu or overtime pay will be available to compensate and the timings of this should be agreed with the Estates Bursar in advance. Reasonable overtime may be requested of you for key school events or car parking duties.

REVISION OF JOB DESCRIPTION

There will be a periodic review to ensure that the principal duties have remained as stated above or that any changes have been made in agreement with the incumbent.

The duties of the post could vary from time to time as a result of new legislation, changes in technology or policy changes in which case appropriate training may be given to enable the post holder to undertake this new/varied work.

Benefits

- Generous pension scheme
- Free lunch available for all staff during term-time
- An employee wellbeing programme offering free and confidential support
- Free use of the School's fitness facilities, and subsidised use of our other facilities on an availability basis
- Free on-site parking
- Support for Government schemes (Cycle to Work etc)
- A warm and supportive working environment

SAFEGUARDING

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact will be to adhere to and ensure compliance with the School's Child Protection Policy Statement at all times. If in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risk to the safety or welfare of children in the School s/he must report any concerns to the School's Designated Person or to the Headmaster.



THE PERSON

Qualifications	Essential	Desirable
Recognised qualification in Horticulture / Grounds Keeping		Yes
Skills and Experience		
Current knowledge of Health and Safety Legislation relevant to horticultural work including manual handling		Yes
Gardening and Horticultural experience	Yes	
Experience in Sports pitch preparation		Yes
Full Driving Licence	Yes	
Experience in using machinery such as tractors and mowers	Yes	
Personal Qualities		
Ability to work as part of a team	Yes	
Ability to communicate effectively with different constituent groups.	Yes	
Flexible and adaptable in attitude and approach	Yes	
Efficient and reliable personality with a sense of humour	Yes	
Able to demonstrate suitable characteristics necessary when working with children	Yes	
Confident and self-motivated, with the ability to work unsupervised in a busy environment.	Yes	

THE PROCESS

The application form should be returned together with a covering letter in which the applicant should explain what he/she can offer to the post.

Applications by e-mail are welcome. CVs are not required. Please send them for the attention of Lulu Corrigan, Head of HR, to recruitment@wellingboroughschool.org by **9am, Wednesday 24th June 2026**.

Interviews will take place on **Monday 29th June 2026**.

[www.wellingboroughschool.org/useful-information/employment-opportunities/
recruitment@wellingboroughschool.org](http://www.wellingboroughschool.org/useful-information/employment-opportunities/recruitment@wellingboroughschool.org)
01933 222427



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