

Job Description

Job Title	Grounds Person
Reports to	Head Grounds Person
Line Management of	None
Working Hours & Pattern	37hrs, 52 weeks per annum
Salary / Grade	Pathway 2
Core Purpose	Care of all sports pitches, trees, gardens, paths and drives on sites as required

Key Responsibilities
<ul style="list-style-type: none"> • Working to a routine and regular preventative maintenance schedule across all TDET sites ensuring that all Academy grounds are correctly maintained • Marking out, setting up and maintenance of sports surfaces and playing fields, inclusive of Cricket, Football, Rugby, Hockey etc. as required • Informing Head Grounds Person if purchase of supplies is required and reporting any necessary requirements for replacement or renewals of machinery • Continual observation of site and its boundary ensuring site security is maintained and reporting any potential issues to Head Grounds Person • Periodic litter picking/bin emptying as required • Ensuring the safe use, maintenance, adjustment and operation of machinery in accordance with health and safety legislation reporting any correction action required for mechanical defects and breakdown of equipment to Head Grounds Person • Comply with all health & safety requirements and be familiar and compliant with health and safety policies and procedures, and actively promote safe working practices • If required react and respond to emergencies • Correct use of buildings and storage areas used by the Grounds Team in accordance with health and safety legislation • To attend any training and revision courses relevant to job role • Promote and safeguard the welfare of all children and young people with whom contact is made in a professional context (within or outside of the Academy)
General Responsibilities
<ul style="list-style-type: none"> • Take on any additional responsibilities which might from time to time be reasonably determined • Create and maintain positive and supportive relationships with staff, parents, business, community and other partners including the Board • Demonstrate a positive commitment to equality and diversity • Engage with appropriate training opportunities to promote professional effectiveness in this role • Promote a flexible approach to meet the changing needs of the Trust
Trust Responsibilities
<p>In addition to the specific responsibilities of this post, every member of staff at the Trust will commit to:</p> <ul style="list-style-type: none"> • Providing a courteous and efficient service at all times • Using their influence with other staff and students to promote high standards of behaviour and order within the Trust

- Working to maintain the Trust at the forefront of educational practice
- Fostering and sustaining a culture of leadership and creativity within all aspects of the Trust's operation
- Promote the safeguarding of all learners

The duties and responsibilities listed above describe the post as it is at present. It cannot be read as an exhaustive list of duties and may be altered at any time with Academy approval.

Note: Every job description in the organisation will be subject to a review either:

- On an annual basis at the time of the annual appraisal meeting, or
- As a result of a change in strategic direction, or
- As a result of a team/operational requirements, or

It is the shared responsibility of the post holder and their manager to ensure that the job description is kept up to date.

Person Specification

Attribute	Essential or Desirable	Assessment
Qualifications		
Current Full Driving License with ability to tow	E	A/I
Relevant industry specific qualifications, e.g. PA1 and PA6	D	A/R
Career based qualifications at NVQ2 or equivalent or relevant proven experience	D	A/R
Formal training in manual handling, risk assessment and safe working practices	D	A/I/R
Chain saw use certificate CS30 / CS31	D	A/I/R
Knowledge and Understanding		
Hard landscaping and soft landscaping skills	E	A/R
A thorough understanding of relevant health and safety	E	A/I
Cricket square maintenance and preparation	D	A/I
Winter sports preparation including Rugby, Football and Hockey	D	A/I
Experience of maintaining artificial sports surfaces	D	A/I
IT skills	D	A
Skills and Abilities		
Sufficient physical fitness and dexterity to cope with often strenuous work in poor conditions	E	I/T
Problem solving ability	E	I/T
Ability to communicate with pupils, colleagues and visitors to sites	E	A/I/R
Experience		
A proven career in Grounds	E	A/I/R
Experience in sports surface preparation	D	A/I/R
Personal Commitment		
A proactive team player	E	A
A high degree of personal motivation	E	A
A flexible approach to working hours	E	A/I
Excellent communication skills	E	A

Assessment methods

A – Application I – Interview T – Task/Activity L – Lesson Observation R – References