



Groundsperson

Immediate start



Welcome

I am delighted that you have expressed an interest in joining Royal Russell.

A leading co-educational independent school in South London, Royal Russell is different by design. We are a family school and we value those things which make each of us distinctively brilliant. Our school motto is '*Non Sibi Sed Omnibus*' which translates as 'not for oneself, but for all', and from this, we make a commitment to help every member of our learning community strive for their vision of success.

Our beautiful, green campus offers exciting learning opportunities and first-class facilities for both pupils and staff to develop and flourish. Staff are dedicated to providing a total education and this is reflected in the outstanding academic outcomes of our pupils.

Openness and inclusiveness are integral to the Royal Russell experience and we encourage applications from all communities, so that our staff body reflects our ambitious, open, distinctive and courageous Royal Russell pupil body.

If you are interested in joining a forward looking and successful school, I look forward to receiving your application.



Chris Hutchinson
Headmaster



Our School

Royal Russell is a HMC/IAPS co-educational school with over 1,200 pupils between the ages of 3 and 18, situated on a beautiful green campus of 110-acres in South London, with a Junior School, Senior School and 200 pupil boarding community.

We are proud of our day and boarding facilities that rank amongst the best in the UK. Our pupils, parents and staff experience a warm and friendly environment with strong pastoral care for every pupil alongside a comprehensive co-curricular and enrichment programme. Royal Russell is proud to have achieved the highest grade of 'excellent' in every aspect during our most recent ISI Inspection.

Community Values

Royal Russell is a warm and thriving community of pupils, parents, staff, governors, Old Russellians, friends and supporters. We are bound together by our family ethos, a strong sense of pride in our school and a willingness to get involved.

By working together, supporting each other and having fun together, we have created a welcoming and inclusive environment for all. Living by our motto '*Non Sibi Sed Omnibus*', we encourage the qualities and values of responsibility and giving - which make Royal Russell special.

We are committed to our responsibilities to our wider community - local, national and international. We encourage our pupils to contribute, participate and lead so that they can learn the skills and attributes needed to make a positive contribution to society, now and in the future.



Groundsperson

We are looking for an experienced Groundsperson to deliver a full gardens and grounds maintenance support service to the 110 acre estate at Royal Russell School, focusing predominantly on our beautiful formal gardens, grounds and woodlands as well as providing support, when required, for our sports pitches.

You will be hard working, reliable, organized and motivated.

Hours: 37.5 per week, Monday to Friday

Salary: £27,216 per annum

Applications should be submitted to hr@royalrussell.co.uk by 09:00 on Friday, 30th October 2026.

Interviews will be held w/c 9th November 2026.

Applications will be reviewed on receipt, and we reserve the right to appoint before the closing date – so early applications are advised.

If you have not heard from us within 5 working days of the closing date, please assume that your application has not been successful on this occasion.



Key Responsibilities

To maintain a full gardens and grounds maintenance support service (in conjunction with the College apprenticeship) to the 110 acre estate at Royal Russell School which includes general grounds, woodlands and formal gardens as well as sports pitches, cricket squares, games playing surfaces, all-weather pitches, and netball courts.

Main Duties and responsibilities:

Under the supervision of the Grounds Manager:

- Maintain ornamental lawns along with other grass areas.
- Maintain flowerbeds, including seasonal planting.
- Assists in soil cultivation by digging, forking, mulching, watering, raking, weeding, edging, pruning, seed sowing and the preparation and cultivation of flower beds.
- Sweep and clear leaves and other debris from lawns, paths, school playground, steps, pitches/playing fields, drains and gullies.
- Assist in woodland management as required.
- Maintain sports pitches and cricket squares within the school grounds.
- Undertake minor construction and landscaping work.
- Use and maintain hand tools and basic light machinery and plant.
- After training, operates cylinder and rotary mowers, petrol based mechanical tools e.g. hedge cutter, strimmer, leaf blowers, as required for grounds maintenance.
- Carry out adjustments of mower height to improve quality of cut, checks oil levels and for damage to any mower.
- If qualified, drive vehicles and equipment (including tractors) as required for grounds maintenance operations.
- Ensure vehicles and equipment used by self and team are regularly maintained in accordance with routine operating requirements.
- Monitor the use of consumables and spares and arranges for their replenishment.
- Ensure the safe use, storage, calibration and disposal of pesticides and other similar substances.
- Promote the health and safety of self and others and adheres to any completed risk assessments.
- Is aware of and reports any security risks posed within the school.
- Respond to emergency situations as necessary and appropriate.
- Keep the tool store clean and tidy.
- Make recommendations to line manager on improved work systems, staff and machinery utilisation.
- Carry out gritting, salt spreading, snow cleaning, as necessary.
- Maintain good communications with staff, pupils and visitors, responding politely to any queries.



Key Responsibilities

General responsibilities

- Ensure the safety and well-being of children and young people at the School by adhering to and complying with the School's Safeguarding and Child Protection Policy at all times.
- Attend Royal Russell Day and Open Day to carry out allocated duties as required.
- Ensure correct staff identification is worn at all times whilst on site and that you clock in and out to ensure good time keeping.
- Wears uniform provided and demonstrates a professional manner at all times.
- Undertake the schools' performance management/appraisal process.
- Act in a professional and positive manner that reflects the school's ethos.
- Be a first aider (training provided.)
- Attend training and staff INSET sessions organised by the school to provide a consistent approach across the entire school staff population.
- Regularly attends College course and completes all assignments on time.
- Adhere at all times to Health & Safety legislation, and all departmental policies and procedures, to ensure the safety of you and colleagues as well as pupils, staff and visitors.
- Carry out any other duties as reasonably requested by Grounds Manager, Estates Manager or Headmaster.

This job description contains an outline of the typical functions of the job and is not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties. The job-holder's actual responsibilities, tasks, and duties might differ from those outlined in the job description, and other duties commensurate with this level of responsibility may be either permanently or temporarily assigned as part of the job.



Person Specification

Education and qualifications

Essential:

- A commitment to continuing professional development

Desirable:

- GCSE in Maths and English at Level 4 or above, or equivalent
- Full, clean Driving Licence

Knowledge and skills

Essential:

- Appreciation of safe working practices and H & S legislation
- Well organised and able to prioritise own work to meet deadlines
- Able to use own initiative
- Ability to work collaboratively in a team

Personal competencies and qualities

Essential:

- Commitment to high standards
- Hard working, friendly and approachable
- Physically active and fit enough to complete all duties
- Reliable and trustworthy
- Passionate and committed with a genuine desire to work within the industry with aspirations to develop and build a career

Other requirements

- Commitment to promote and safeguard the welfare of children, young persons and vulnerable adults
- Flexible approach to working hours including an ability to carry out occasional weekend/early morning/evening work
- Empathy with the ethos and aims of Royal Russell School

Uniform is provided and must be worn at all times while on duty.



Our Offer

Royal Russell offers excellent benefits including a competitive salary on our own salary scale.

As part of the vibrant community at Royal Russell, you will join a friendly and dedicated team with easy access to transport links (Coombe Lane tram stop is opposite the School entrance).

In addition, we offer:

- 30 days annual leave (for full time support staff)
- Pension scheme and life insurance
- Meals in the dining hall during term-time
- Social events throughout the year, including a Christmas party for all staff
- Cycle to work scheme (salary sacrifice)
- Octopus electric car scheme (salary sacrifice)
- Free on-site parking
- Use of our on-site sports facilities, including tennis courts, swimming pool and gym

A discount of up to 50% on school fees (85% discount for wrap around care before and after school during term-time) and a 25% discount with Royal Russell Holiday Club, which operates during school holiday periods.

Further Information

Full details of our staff benefits and recruitment procedures can be found on our school recruitment page at: www.royalrussell.co.uk/discover/vacancies

You can also contact us by email at hr@royalrussell.co.uk or telephone HR on 020 8657 4433.

Applications (forms can be found on our website) will be considered on receipt and should arrive no later than the closing date specified. We welcome early applications and will review these on receipt.

The School is committed to safeguarding and promoting the welfare of children. All appointments are subject to a satisfactory enhanced Disclosure and Barring Service check (including a check against the Children's Barred List) and other pre-employment screening including references and medical fitness.



Campus Map

Our 110-acre campus contains incredible facilities for learning.



Main Facilities

- 1 Car Park
- 2 Reception / Headmaster's Study
- 3 Junior School
- 4 Early Years Centre
- 5 Performing Arts Centre / Auditorium
- 6 Dining Hall / Café
- 7 Chapel
- 8 Great Hall
- 9 Chapel Quad
- 10 Lime Tree Quad
- 11 Aston Webb Building
- 12 Library / Sixth Form Study Centre
- 13 Health & Wellbeing Centre
- 14 Science Block

Sports Facilities

- 15 Swimming Pool
- 16 Sports Hall
- 17 Top Pitch
- 18 The Paddock
- 19 Netball Courts
- 20 North Pitch
- 21 Astroturf Pitch
- 22 MUGA (Multi-Use Games Area)
- 23 West Pitch
- 24 Pavilion

Boarding / Houses

- 25 Buchanan / Reade
- 26 Cambridge
- 27 Hollenden
- 28 Keable
- 29 Latessa
- 30 Madden
- 31 Oxford
- 32 Queen's
- 33 St Andrew's



Royal
Russell

www.royalrussell.co.uk

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