



APPOINTMENT OF A

GROUND APPRENTICE

FULL TIME TO START AS SOON AS POSSIBLE



HAMPTON SCHOOL TRUST

Hampton is one of the country's leading, most successful and best-resourced independent schools and has been helping boys to fulfil their potential and realise their aspirations for over 460 years.

Our community is vibrant, dynamic and happy, making it a wonderful place to teach and learn. Members of the Common Room are talented and hugely supportive of one another and their pupils; they share their love of learning with young people who are bright, intellectually inquisitive and aspirational.

Hampton is a lively, friendly and inclusive School where we aspire to enable our boys to not only to make sense of the world, but also to want to go out and improve it. Above all, Hamptonians are encouraged and indeed expected to aspire to personal best while supporting those around them with kindness and respect.

The Hampton School Trust is one of the country's leading and most successful groups of independent schools. Comprising Hampton (ages 11–18), whose history spans over 460 years, Hampton Prep (ages 7–11) and Hampton Pre-Prep (ages 3–7), the Trust brings together three exceptional schools within a vibrant, inclusive and values-led community dedicated to enabling young people to fulfil their potential and realise their aspirations.

Situated in a leafy suburb of South West London, our Schools benefit from first class facilities and resources, as well as a powerful and distinctive culture of belonging among staff and pupils. In September 2026, Hampton and Hampton Prep will formally become a 7–18 all-through school, marking an exciting new chapter in the Trust's development.

The Millennium Boat House, shared with our neighbouring girls' school, Lady Eleanor Holles, has a prime location on the nearby River Thames, and provides the focal point for our popular and successful Boat Club.

Hamptonians' examination results and university entrance record consistently rank in the top echelon nationally and indeed internationally. Nearly all Hampton leavers go on to undergraduate courses at Russell Group or equivalent universities; around 25 pupils are offered places at Oxford and Cambridge annually, and a significant number move on to global top-10 universities. We also support pupils who wish to study at universities in North America or Europe, some of whom secure academic and/or sporting scholarships.



GROUNDS APPRENTICE

Hampton is one of the country's foremost academically selective independent schools and this is an excellent opportunity to join a vibrant and successful department in a happy, high-achieving setting.

We are looking for enthusiastic and hardworking Horticultural Apprentice to join our Grounds team. This is an excellent opportunity for someone with a genuine interest in plants, gardening and working outdoors to gain practical experience while working towards a recognised Level 2 horticultural qualification

As part of the Grounds team, you will help maintain and develop the school's attractive ornamental areas, landscaped areas and wider grounds, working alongside experienced members of the horticultural and grounds team.

You will also learn and be involved in aspects of sports turf management and assist in the set up and delivery of our extensive sports program which involves some Saturday work (approx. 8 Saturdays per year) taking Monday in lieu.

Located on a beautiful 28-acre greenfield site, Hampton School boasts a vast sporting programme across Cricket, Football and Rugby. The main site has 23 acres of playing fields including 7 cricket wickets, 8 football pitches, 4 rugby pitches, 6 tennis courts, 6 cricket nets, a climbing wall, running track, high jump area, long jump area, discus area and shot-put area.

You should enjoy working as part of a team and in ensuring the sports facilities and School grounds are maintained to the very best standards at all times. You will be self-motivated with a keen interest in sport and a passion to develop yourself within the industry as well as develop the grounds and outdoor spaces across the Trust.

Hampton's notably diverse, socially inclusive nature is an especially cherished part of our DNA; we are far from being a stereotypical public school. Currently, 7% of our boys (around 100 in total) attend on means-tested, free places, many of which are funded by a separate but closely linked educational charity, The Fitzwygram Foundation.

'One of the most genuinely inclusive, diverse independent schools in the London area'.

Good Schools Guide



PERSON SPECIFICATION

The successful candidate will be able to demonstrate the following skills, qualifications and experience.

- A commitment to the Safeguarding and wellbeing of pupils
- Have a genuine interest in horticulture, plants and gardening
- Enjoy working outdoors in all seasons and weather conditions
- Enthusiastic, reliable and willing to learn
- Takes pride in their work and has good attention to detail
- Physically fit and able to undertake practical outdoor work
- Can work well as part of a team
- Is able to follow instructions and work safely
- Has a positive attitude and is keen to develop a career in horticulture
- Excellent time keeping with the ability to prioritise your work
- Demonstrate an enthusiastic, positive 'can-do' attitude with a willingness to work co-operatively within the team, to be prepared to assist where needed and the flexibility to adapt to ever-changing needs and priorities
- Demonstrate excellent interpersonal skills, be a team player and have the ability to learn quickly and integrate into a busy Grounds team
- Calmness and efficiency, with the ability to work under pressure at times
- Commitment to continuing professional development through attendance at INSET
- Commitment to the all-round ethos of the School, including its co-curricular activities and pastoral approach
- Basic understanding of health and safety in the work place
- First aid and Manual handling qualifications desirable



APPRENTICE TRAINING COURSE

The Apprentice will attend Merrist Wood College in Guilford one day per week at so will require their own means of transport for which they can claim expenses
Qualification - Level 2 Horticulture operative; 2 years day release, work based learning and online learning

Course content:

Health and safety: Able to identify potential hazards and manage the risks, manual handling, basic first aid, responsibilities to employer and employee understanding relevant legislation

Communication: The importance of clear communication and different forms of communication aids and their uses

Industry understanding: The importance and benefits of green space in the community and environment, wellbeing, wildlife, and climate. Diversity of businesses within the industry

Business: Understanding your organisation, IT skills, keeping records, teamwork, awareness of commercial pressure, working safely on site

Use and maintain non-powered and handheld

powered equipment: Using the correct tools, and machinery in your industry, the importance of maintenance and regular checks to ensure they remain in good working order

Use and maintain pedestrian-controlled powered equipment: Use of lawnmowers, rotovators, strimmers and hedge trimmers, working safely to minimise environmental damage and methods of waste disposal

Environmental: controlling sources of pollution, fuel spills, oil, pesticide entering water protected species, recognising invasive species. Reducing waste products, recycling, and environmental best practices

Plant identification and classification: scientific names including genus, species, and cultivar. Knowing why and how plants are identified.

Vegetation control: How to control and methods used for site clearance including prevention and control measures for pests and diseases on work sites

Soil Science and Cultivation: Why, when, and how to cultivate soils, different growing media and mulches; ways to modify soil for plant growth, cultivation, and drainage.

Plant Establishment and Maintenance: Sowing seeds, in open ground, laying turf, planting out plants and aftercare requirements, including feeding and mulching, looking at different pruning methods for different plants

Plant growth and development : How to manage plants correctly in different environments: basic understanding of the science behind plant growth and development; roots, stems leaves and flowers. The relationship between environmental conditions and growth

Plant health: be able to identify and manage pests, diseases, and disorders. undertake biosecurity measures to prevent transmission of pests and diseases

Plant propagation: understanding propagation techniques and growing media, using a range of plant material grown from vegetative generative (seed) materials and propagation methods used for storage

Establish and maintain amenity areas: How to cultivate and maintain decorative areas including replacement planting, pruning techniques, watering, general maintenance on hedges, borders and water features

Ornamental turf: Look at a range of different grass swards, domestic, fine, rough, recreational and meadow grass and use a range of machinery to manage turf surfaces

Behaviours: have a safety-led mind-set for self, colleagues, and the public. Customer care, show dignity, respect and empathy when dealing with others, including clients, the public and colleagues



OTHER

- To act as Fire Marshal and First Aider as required. Training will be provided.
- Any other reasonable tasks required by the Headmaster and/or Bursar in association with the above role.

Please note that there may be some changes and additions to the above. This document is designed to provide applicants with a “flavour” of the position and responsibilities and is not necessarily comprehensive, however, the employee may be called on to perform other tasks as directed by the Headmaster or anyone acting on their behalf.

TRAINING

- Where necessary, to undergo on the job training under the general direction of the Head of Department to increase competence, proficiency and safety awareness.
- To attend INSET training outside the school where appropriate to increase competence, proficiency and safety awareness.

SALARY

The salary will be negotiable and commensurate with the successful candidates experience.

The Hampton School Trust Governors currently offer the following non-contractual benefits to staff, subject to any terms and conditions and the School's eligibility requirements: private medical insurance (PHC); death-in-service benefit insurance policy; a Mediacash healthcare cash plan; enrolment in appropriate Pension Scheme, personal accident insurance, School fee remission, cycle to work scheme, lunch, sports facilities and counselling.

Please note that the above list is not exhaustive and non-contractual benefits are provided at the discretion of the Governors.

HOURS & HOLIDAYS

Monday - Thursday 6.30am -2.45pm, Friday 6.30am - 1.30pm with seasonal adjustments plus some Saturday work (approximately 8 Saturdays per year) taking Monday in lieu. Holidays to be agreed in advance with the Head of Grounds.



EQUAL OPPORTUNITIES

It is the policy of Hampton School Trust to provide equal employment opportunities for all qualified individuals and to prohibit discrimination in employment on any basis protected by applicable law, including but not limited to race, colour, religious creed, marital status, sex, sexual orientation, ancestry, national origin, age, medical condition or disability. Hampton promotes equal employment opportunities in all aspects of employment through positive employment policies and practices.

If any special requirements or access arrangements are required to attend an interview, please inform us.

Offers of employment will be made on merit, suitability of qualifications and experience, in pursuit of our policy of equal opportunities.

SAFEGUARDING

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact will be to adhere to and ensure compliance with the Trust's Safeguarding Policy and Procedures at all times. We reserves the right to offer the post at any stage in the appointment process.

Further details of the Hampton School Trust are available on our websites.

This post involves working with children, it is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

Please note that all appointments are subject to the Hampton School Trust Recruitment, Selection and Disclosure Policy and Procedure.



For an informal discussion about the role and requirements, please contact
Human Resources via [**recruitment@hamptonschool.org.uk**](mailto:recruitment@hamptonschool.org.uk) or
call **020 8979 5526**.

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