



APPOINTMENT OF A

GROUNDSPERSON

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.



GROUNDSPERSON

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.

Hampton School are seeking to appoint an experienced, well-qualified Groundsperson. The successful person will be able to demonstrate experience maintaining multidiscipline sports fields and 3G pitches from a club or school environment.

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.

As a key member of the grounds team you will be responsible for carrying out all maintenance tasks on the School's main sports field as well as setting up for sporting fixtures. You will also be responsible for helping maintain all of the outdoor spaces within the Trust, comprising 5 sites including Hampton School, Hampton Prep School, Hampton Pre-Prep School the Millennium Boat House and a School House.

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



KEY RESPONSIBILITIES

The successful applicant will be responsible for the following:

- Prepare the sports surfaces to the very highest standards for the relevant sports
- Carry out maintenance tasks using hand held, pedestrian and ride on powered equipment with skill and precision whilst adhering to all relevant health and safety legislation and codes of practice
- Communicate information (both oral and written) to staff, management and grounds users
- Report any turf health issues to the Head Groundsman, including; pests, weeds, diseases and disorders
- Report any issues relating to faulty equipment or machinery to the Head Groundsman
- Help manage stock control and resources management and alert the Head Groundsman if stock is low in any area
- Work well as part of a team and communicate effectively with other team members as well as treating everyone with respect
- Be responsible for department security, making sure the workshop, chemical safe, fertiliser store, fuel storage containers are all locked when not in use
- Time management - turning up for work punctually so as to be ready for the working day at the beginning of a shift, working in an organised and methodical manner in order to maximise productivity
- Increase personal knowledge and skills and attend training courses where necessary, and keep up to date with industry technology, techniques and innovation
- Carry out additional tasks as required, including; car park duty, erecting Christmas tree, helping out at open day and other major school events.



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
- Experience of maintaining high standard cricket wickets at either club or school cricket level
- Well-qualified to Level 2 Groundsman qualification or equivalent
- At least two years' experience within the industry, ideally working in a similar environment with a demonstrated commitment to the highest standards of grounds maintenance, presentation and performance
- The ability to work independently, demonstrate initiative, be organised and methodical in your approach
- 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
- Demonstrate the credibility to work effectively with School staff from all disciplines and a
- polite demeanour with the ability to alter communication style and tone to various situations
- 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.

Experience using the following equipment:

- Hand held, Pedestrian and Ride on powered equipment
- Tractors with PTO and 3-point linkage attachments
- Aeration and Scarification equipment
- Line marking equipment
- Fertiliser spreading equipment
- Experience of setting up for and a working knowledge of the rules and parameters of Football, Rugby and Cricket pitches.
- Experience of renovating and repairing Football, Rugby and Cricket pitches
- Experience of pest, weed and disease identification and treatment
- Experience preparing ground for and the establishment of grass seed and turf
- Ability to carry out routine maintenance of machinery
- Basic understanding of health and safety in the work place

Desirable Criteria:

- Experience working at a rugby ground, football ground and cricket ground
- PA1 PA2 and PA6 qualifications
- LANTRA or NPTC machinery and equipment certificates
- First aid qualifications
- Manual handling qualification
- Experience with installing and maintaining drainage and irrigation systems



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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www.hamptonschool.org.uk